



Working Conditions & Human Rights Policy

Djuvik Maskinering AS support and follow all Norwegian laws and regulations regarding working conditions and human rights. Djuvik obligates to abide by these, and expect the same from their employees, suppliers, and customers.

1. Child Labour

Djuvik strive to keep good and safe working conditions for all their employees and follow laws regarding minimum age of employment and working conditions for children very strictly. Djuvik cooperates with educational institutions as a place of vocational training. All students that work here receives sufficient security training for them to be safe in the work conditions.

2. Forced Labour

Djuvik will under no circumstances make use of slavery or cooperate with companies that exploits it.

3. Right to Organize

Djuvik supports the employees' right to organize and will in no way try to exploit/disturb/take control of the organizations. Djuvik will cooperate constructively with the organizations to provide well and safe work conditions for their employees.

4. Equal opportunities / Non-discrimination

Djuvik works to have an inclusive work culture and recognizes that all humans are unique and shall be respected for their individually abilities. Djuvik does not accept any form of discrimination based on gender, religion, rase, nationality, ethnic/cultural background, disability, sexual orientation, marital status, age or political views. All employees shall be treated fairly, and it is professional criteria that decisions of further training, compensation and promotions are based on.

5. Remuneration

Djuvik's wages and remunerations are based on national legislation, standards, and company collective labour agreements.

6. Working time and holidays

Djuvik follows Norwegian laws and regulations to decide work hours and holiday payment.

7. Health and Safety at work

Djuvik is actively working to keep and improve good HMS measures in the workplace. This is done by following Norwegian rules and regulations, as well as giving all employees safety training.