

# Social responsibility guidelines

## 1. Purpose

The Norwegian National Opera & Ballet (DNO&B) aims to produce and present high-quality opera and ballet to a broad audience. We have a special national responsibility to preserve our cultural heritage within the art forms of opera and ballet.

We understand our social responsibility as a duty to carry out our activities in a justifiable manner for the persons, society and environment affected by our work.

## 2. Scope

The guidelines apply to all activities undertaken by DNO&B.

## 3. Responsibility

The board of directors, managers, employees and contracted personnel are obligated to follow the current applicable social responsibility guidelines within DNO&B. The CEO is responsible for ensuring that the guidelines are followed by the entire organisation.

## 4. Overall social responsibility principles at DNO&B

The basic principles for our activities are as follows:

- 4.1 We adhere to Norwegian law and the relevant rules imposed by the authorities.
- 4.2 Our employees understand our ethical guidelines and our aim to uphold a high ethical standard when undertaking activities for DNO&B.
- 4.3 We have zero tolerance for discrimination and harassment.
- 4.4 We have zero tolerance for corruption and all forms of financial crime.
- 4.5 We respect and contribute to the work to ensure a satisfactory workplace, where basic working standards and rights including ILO's eight Fundamental Conventions, the Working Environment Act and the Gender Equality Act are safeguarded and adhered to.
- 4.6 We ensure good processes and opportunities for our employees to participate in restructuring processes and changes within the organisation.
- 4.7 We work systematically with health, safety and the environment, and set high targets for our HSE work.
- 4.8 We consider the environment in our decisions and operations, and work in a targeted manner to reduce negative consequences for the climate.
- 4.9 Our procurement processes are based on high ethical standards, through which consideration for the environment, climate, employees and human rights are highlighted for our suppliers.
- 4.10 We respect basic human rights and undertake our role as an arts institution with awareness of our responsibility to contribute to the development of our democracy with freedom of speech and critical thinking.

## 5. Reporting

A brief report detailing how we have fulfilled our social responsibility is produced annually. Our social responsibility is also included in the board of directors' annual report as required by the Accounting Act.

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