

## Global Mobility Policy

***Multiconsult has enhanced its international business portfolio by establishing several fully owned international subsidiaries and executing projects all over the world. This enables Multiconsult to provide its expertise and resources to clients in many different countries.***

### We are committed to

- Provide a standardised global mobility framework within Multiconsult that is coherent, equitable, transparent, and consistent in how we manage employees mobilised for work outside their home country.
- Pursue global mobility for the benefit of our clients, partners, employees and Multiconsult.
- Ensure that health, safety, and security (HSE) have higher priority than economic considerations.
- Act as a professional employer, supporting our international business strategy and complying with legislation and regulations in both home- and working country.
- Ensure equitable and consistent treatment and support to employees throughout the group and transparency with respect to the terms and conditions applicable for international assignments.
- Use relevant market information when establishing the terms and conditions for international assignments.
- Maintain a high focus on compliance both on a corporate level and with respect to the individual employees.
- Ensure that HSE requirements are considered when establishing regulations and standards for assignment locations.
- Ensure that we execute our work in a way that safeguards life, health, and the external environment.

### How we work

Assignments are based on business needs, and we follow a standardised approach to assignment compensation and benefits. This standardised approach ensures that we remain compliant with home- and host country working conditions and labour law rules. If Multiconsult has an office or branch in a host country, the employee shall preferably be on a local contract. Home office from abroad is not part of this policy and is, in general, not permitted due to social security and tax laws.

In all assignment situations we:

- Provide adequate social security, insurance coverage and financial security for employees on assignment in case of accidents, illness, disability, retirement, and death.
- Provide employees and partners with a strong framework that motivate and enable them to carry out their responsibility when it comes to safeguarding the security, safety, health, and environment.
- Safeguard employees from health- and safety risks, by implemented travel preparedness and tracking of employees on assignment to secure duty of care.
- Consolidate that both Multiconsult and the employee comply with the immigration legislation and regulations in the working country.
- Ensure that both Multiconsult and employee comply with any tax reporting, tax return - and withholding obligations in the home- and/or working country and secure that employees receive necessary support in case of double taxation.
- Provide a service delivery model that will support and guide employees and their managers.



*Grethe Bergly*

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