

NorSea Group - Principles of Conduct

Support and Respect Internationally Proclaimed Human Rights

- We respect human rights and endeavour to ensure that we do not contribute to human rights violations.

Responsible Business Behaviour

- We conduct our business in an ethical and lawful manner.
- We work against all forms of corrupt practices, including bribery and extortion.
- We compete fairly and ethically everywhere we do business, fully within the framework of applicable antitrust and competition laws.
- We are committed to promoting sustainable business practices in our supply chain.

A Good Place to Work

- We offer an inspiring working environment attracting and retaining highly talented people.
- We treat every employee with respect and dignity and are committed to creating a working environment free from discrimination and harassment and where diversity is encouraged.
- We respect our employees' rights to associate freely, to form and to join/or not to join trade unions, and to bargain collectively.
- We do not tolerate any form of forced or compulsory labour.
- We prohibit the use of child labour.

Maintain High Security Standards

- We endeavour to take all precautions necessary to maintain at all times high security standards and security awareness within our organisation.

Protect Health and Safety

- We are committed to providing all people working under our direction with a healthy and safe work environment, and we will continuously strive to improve our performances.

Support Our Customers

- We strive to be a reliable, trusted and engaged partner in all business dealings.

Protect the Environment

- We protect the environment through sustainable development by exercising constant care in our decisions and we will pursue responsible use of natural resources and reduction of our environmental impacts.
- We are committed to countering climate change by striving to minimise the greenhouse gas emissions stemming from our business activities.

Engage with Society

- We strive to improve the ways in which we contribute directly or indirectly to the sustainable development of the communities in which we work and society at large.
- We are committed to being accountable to our stakeholders and report publicly on our performance.