

Ethical Guidelines for Suppliers (Supplier Code of Conduct)

EQS ID: 26378 – Revision 1.0

Introduction

Fjord1 AS shall conduct its business in a responsible, ethical and sustainable manner. Our suppliers and business partners are an important part of this work.

These Ethical Guidelines for Suppliers ("Supplier Code of Conduct" or "SCoC") describe the minimum requirements applicable to suppliers, subcontractors and other business partners that provide goods or services to Fjord1 AS.

The requirements are based on, among other things:

- Norwegian legislation
- The Norwegian Transparency Act
- Working environment legislation
- The UN Universal Declaration of Human Rights
- The ILO Core Conventions
- The OECD Guidelines for Responsible Business Conduct
- Relevant requirements relating to HSE, environment, sustainability, working conditions, information security and anti-corruption

Fjord1 expects suppliers to work actively and systematically to comply with the requirements in their own operations and relevant parts of the supply chain.

The supplier's management is responsible for ensuring compliance with these guidelines in its own operations.

Scope

These guidelines apply to:

- Suppliers to Fjord1 AS
- Subcontractors and business partners
- Deliveries of goods and services
- New and existing agreements where relevant

Fjord1 may impose specific or extended requirements based on the nature of the delivery, its risk and its importance to the company.

Compliance with laws and regulations

The supplier shall comply with:

- Applicable laws and regulations
- Relevant industry requirements
- Public permits and approvals
- Requirements set by Fjord1

The supplier shall be legally established and conduct its business in accordance with applicable tax, duties, working environment and company regulations.

The supplier shall be able to document necessary registrations, permits and approvals that are relevant to its business.

The supplier shall comply with requirements relating to:

- Tax and duties
- Pay and working conditions
- Working environment legislation
- Other public requirements relevant to the business

If local laws and these guidelines address the same matter, the strictest standard shall apply.

Human rights and working conditions

The supplier shall respect fundamental human rights and ensure decent working conditions.

This includes, among other things:

- Prohibition of forced labour
- Prohibition of child labour
- Prohibition of discrimination
- Respect for freedom of association and collective bargaining
- Fair pay and working conditions
- Compliance with working time provisions
- Protection against harassment and improper treatment

Working conditions shall comply with applicable legislation and internationally recognised standards.

Health, safety and the environment (HSE)

The supplier shall work systematically with HSE and ensure a safe and sound working environment.

This includes, among other things:

- Necessary HSE procedures
- Training of employees
- Handling of non-conformities and incidents
- Prevention of injuries and accidents
- Safe handling of chemicals and hazardous substances

The supplier shall work systematically to comply with applicable health, safety and environment legislation, including having necessary procedures and internal control systems adapted to the nature and scope of the business.

The supplier shall ensure that work performed for Fjord1 is planned and carried out in a manner that safeguards the safety of employees, passengers, vessels, the environment and other affected parties.

The supplier shall comply with relevant safety requirements, instructions and procedures that apply when working for or at Fjord1.

When carrying out work involving elevated risk, the supplier shall be able to document necessary risk assessments, safe job analyses (SJA), training and relevant safety measures.

The supplier shall be able to document relevant HSE work upon request.

Environment and sustainability

The supplier shall work to reduce negative environmental impacts and contribute to sustainable deliveries.

This includes, among other things:

- Compliance with environmental legislation
- Reduction of emissions and waste
- Responsible use of resources
- Focus on energy and climate efficiency
- Assessment of environmental impacts in the supply chain

For relevant deliveries, Fjord1 may require environmental data, climate accounts or other documentation.

Anti-corruption and business ethics

Fjord1 has zero tolerance for corruption, bribery and improper advantages.

The supplier shall:

- Act ethically and with integrity
- Avoid conflicts of interest
- Not offer or receive improper advantages
- Comply with relevant competition and anti-corruption legislation

The supplier shall have zero tolerance for corruption, bribery, improper advantages, financial crime and other forms of unethical business practice.

Any circumstances that may constitute a breach of these requirements shall be reported to Fjord1.

Information security and data protection

Suppliers that process information or systems on behalf of Fjord1 shall have satisfactory procedures for:

- Information security
- Access management
- Confidentiality
- Data protection and GDPR
- Handling of security incidents

Fjord1 may impose specific security requirements where necessary.

Supply chain and subcontractors

The supplier shall ensure that relevant subcontractors and business partners comply with equivalent requirements as described in these guidelines.

The supplier is expected to carry out risk-based due diligence assessments relating to human rights and decent working conditions in its own operations and relevant parts of the supply chain.

Upon request, the supplier shall be able to account for how the business works to identify, prevent, mitigate and follow up risks relating to human rights and decent

working conditions.

Upon request, the supplier shall be able to provide information about:

- Production site
- Country of origin
- Relevant subcontractors
- Risk factors in the supply chain

Upon request, the supplier shall be able to provide relevant production sites, countries of origin or other information necessary to assess risk in the supply chain.

Follow-up and documentation

Fjord1 may follow up suppliers through:

- Prequalification
- Factlines
- Collection of documentation
- Meetings and follow-up
- Audits or inspections

Where necessary, Fjord1 may request relevant documentation or carry out follow-up, audits or inspections relating to the requirements in these guidelines.

Follow-up shall be risk-based and adapted to the nature, scope, risk and importance of the delivery to Fjord1.

Upon request, the supplier shall be able to present relevant documentation relating to HSE, training, risk assessments, certifications, due diligence assessments and other requirements relevant to the delivery.

Upon request, the supplier shall be able to document work relating to these guidelines.

In the event of non-conformities, the supplier is expected to contribute to improvement and corrective measures within a reasonable time.

The supplier shall notify Fjord1 without undue delay if any of the following are identified:

- Objectionable conditions
- Serious HSE non-conformities
- Breaches of human rights
- Corruption
- Circumstances that may negatively affect the delivery or Fjord1

Whistleblowing

Suppliers are encouraged to notify Fjord1 of objectionable conditions that may be in breach of these guidelines, applicable legislation or fundamental requirements for responsible business conduct.

Whistleblowing may be made through the supplier's contact person at Fjord1 or sent to post@fjord1.no

Fjord1 will handle whistleblowing reports in a responsible and confidential manner.

Breaches of the guidelines

Material or repeated breaches of these guidelines may result in:

- Requirements for corrective measures
- Specific follow-up
- Restriction of cooperation
- Termination of agreement

Fjord1 will normally seek dialogue and improvement before stricter measures are considered.

Confirmation and signature

By signing this document, the supplier confirms that:

- The Ethical Guidelines for Suppliers (Supplier Code of Conduct) have been read and understood
- The company commits to complying with the requirements in this document.
- Relevant requirements are passed on to applicable subcontractors
- Fjord1 may follow up the requirements through documentation and dialogue

Supplier information			
Company name		Organisation number	
Address		Country	
Postal code		City/town	
Contact person		Position	
Email		Telephone	

Signature:

Date: