

Aker BP shall comply with all applicable laws and regulations and conduct its business with integrity, respecting cultures, dignity and rights of individuals everywhere we operate. Aker BP strives to ensure that our suppliers and sub-suppliers share our commitment to corporate responsibility. Suppliers are expected to adhere to standards which are consistent with Aker BP's key principles for safety, integrity and sustainability which are laid out in this document.

## Business practices

### Compliance with Laws and internationally recognised standards on responsible business conduct

As a supplier to Aker BP, we will comply with all applicable national and international laws and regulations, such as the Norwegian Penal Code, the US Foreign Corrupt Practices Act and the UK Bribery Act, act ethically and in a sustainable and socially responsible manner. We will respect internationally recognized human rights and labour standards and shall avoid being complicit in human rights abuses of any kind. We will respect the personal dignity, privacy, and rights of each individual. We will align our business conduct with the UN Global Compact, the UN Guiding principles on Business and Human rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises and with other international laws and codes of conduct where such are applicable.

Where the provisions of applicable laws and regulations and international principles and standards address the same subject, and are not in conflict, the highest standard shall be applied.

### Corruption and Improper Payments

As a supplier to Aker BP, we will not take part in any form of corruption. We will not request, accept or receive any improper advantage in order to allocate business or other advantages in the conduct of business. Further, we will not offer, promise or give any improper advantage to public officials or any individuals or corporate entities within the private sector, in order to obtain or retain business or any advantage in the conduct of business, or to make the official act or refrain from acting in relation to the performance of her/ his official duties. This applies regardless of whether the improper advantage is offered directly or through an intermediary.

### Gifts, Hospitality and Expenses

We are aware that Aker BP does not accept any gifts from its suppliers. We will therefore not offer gifts and other favours to Aker BP, Aker BP's employees, representatives, partners or anyone closely related, except for promotional items of minimal value.

Hospitality such as social events, meals or entertainment may be offered if there is a clear business reason, and the costs are kept within reasonable limits. Travel, accommodation and other expenses for individuals representing Aker BP, will always be paid by Aker BP, unless other arrangements are agreed in the contract. Gifts, hospitality, expenses or other favours shall never be offered or received in connection with contract bidding, evaluation or award.

### Conflict of Interest

As a supplier to Aker BP, we, and our employees, will not take part in or seek to influence any decision in circumstances that can give rise to an actual or perceived conflict of interest. If we become aware of potential conflict of interest, we will notify Aker BP without delay.

### Business Partners, Agents and other Intermediaries

As a supplier to Aker BP, we will ensure that potential business partners adopt the principles set forth in this Supplier Declaration. No third party intermediary or agent will be contracted to work on behalf of Aker BP without specific approval from the appropriate Aker BP Compliance Resources.

### Anti-money laundering

As a supplier to Aker BP, we are firmly opposed to all forms of money laundering and will take steps to prevent our financial transactions from being used by others to launder money.

### Competition Law

As a supplier to Aker BP, we will not cause or be part of any breach of applicable general or special competition laws and regulations, such as illegal cooperation on pricing, illegal market sharing or any other behaviour that is in breach of relevant competition laws or regulations.

### Sanctions and export control

As a supplier to Aker BP, we shall comply with sanctions and export control laws and regulations and shall immediately inform Aker BP should we become subject to sanctions.

### Data Protection

As a supplier to Aker BP, we shall comply with all obligations under Regulation (EU) 2016/679 dated 27 April 2016 (GDPR), including regulations on handling and storage of personal information. We will ensure all personal data is deleted or anonymized when no longer necessary for the relevant purpose the data was collected.

## Communication and reporting

Aker BP expects its business partners to communicate and report with transparency and accountability, and openly communicating and report both negative and positive impact from their business.

## Human rights and working conditions

### Human rights

As a supplier to Aker BP, we will ensure that the company, through its operations, does not cause or contribute to any infringement of human and labour rights, such as the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights. Supplier is committed to implement and enforce effective systems to minimize risks of human rights infringements caused or contributed to in our operations, or related to our operations, products or services through our supply chain or business partners.

### Minimum Age of Labour

As a supplier to Aker BP, we will not employ children below the age of 15. We shall take special precautions to safeguard the health, security and rights of persons under the age of 18 and secure that they do not perform any hazardous work.

### Forced Labour

As a supplier to Aker BP, we will not engage or employ people against their own free will, nor will personnel be required to lodge “deposits” or identity papers upon commencing employment. As a supplier to Aker BP, we will not engage or employ people through any form of forced, bonded or prison labour. We will follow international legislation on forced labour and human trafficking.

### Freedom of Association & Right to Collective Bargaining

As a supplier to Aker BP, we recognise our employees’ rights to form and join trade unions and to be represented in collective bargaining agreements, and equally their right to remain non-unionised. We will consult with employees and their trade unions on relevant matters and will provide our employees with opportunities to influence their work situation. Where the right to freedom of association and collective bargaining are restricted under applicable local laws or regulations, we will provide our employees with opportunities to influence their work situation.

### Employment Practices

As a supplier to Aker BP, we will comply with local law and agreements regarding working hours and ensure that working hours are not excessive. We will ensure that wages paid to employees and hired labour are considered fair and in compliance with applicable law and agreements. We will ensure responsible housing and accommodation arrangements for our own and subcontractors’ work force in line with applicable local legislation and tariff agreements. As a supplier to Aker BP, we will offer vacation time, leave periods and holidays to our employees consistent with applicable local law and/or agreements. All employees will be free to leave their employment after giving reasonable notice.

We will secure that all our employees are provided with written agreements of employment setting out employment conditions in a language understandable to the employee and have access to effective grievance mechanisms.

### Non-Discrimination

As a supplier to Aker BP, we will treat our employees and hired labour equally and fairly. We will not accept any form of harassment or discrimination on the basis of gender, sexual orientation, race, colour, sex, religion, age or any other reason. We will promote equal opportunity and fair treatment in employment and occupation for our employees and hired labour, including migrant workers.

### Minority Rights

As a supplier to Aker BP, we will pay special attention to the rights, requirements, values and integrity of indigenous peoples and other minority groups affected by our operations. To the extent our work may affect indigenous peoples or other minority groups, a process to minimize and manage such impacts will be undertaken.

### Human trafficking

As a supplier to Aker BP, we will not accept any form of human trafficking and sexual services by our employees or sub-suppliers’ employees in the context of our operations.

### Equality, Diversity and Inclusion

As a supplier to Aker BP, we shall strive to ensure equality, diversity and inclusion throughout our business, including equal opportunity and strive for a balance between genders, increased diversity and inclusion in all parts and levels of the business.

### Whistleblowing access to remedy

As a supplier to Aker BP, we will ensure that all our employees and suppliers have the possibility to report concerns regarding potential breaches of the requirements set out in this Supplier Declaration. We will ensure that all reported concerns will receive a fair and comprehensive investigation conducted with relevant internal and/or external assistance. Aker BP shall be notified of the results of any investigation that have an impact on activities in contracts with Aker BP.

We will ensure that grievances/complaints related to the principles in this Supplier Declaration within our sphere of influence are handled professionally and that corrective measures are put in place as appropriate. We acknowledge that Aker BP values transparency and encourages all its business partners and their employees to report any concerns about potential violations of this Supplier Declaration or applicable laws or regulations to Aker BP. Such reports may be made through Aker BP's whistleblowing channel available on our homepage or to a relevant contact person within Aker BP.

## Safety, Health and security

### Health and Safety

As a supplier to Aker BP, we will work ambitiously, through continuous improvement, for a healthy, safe and secure work environment which, as a minimum, is in accordance with applicable laws and regulations. We will strive to have the best possible management system for HSSE.

### Cyber security and Privacy

As a supplier of digital technology that interfaces with Aker BP's digital infrastructure – or cloud-based services handling Aker BP's data, we will provide a complete system documentation, including architecture, interfaces and dataflows.

As a supplier of digital technology to Aker BP, we and our sub-contractors follow applicable laws and internationally recognized standards for cyber security and privacy.

### Security Resources

As a supplier to Aker BP, we will observe strict requirements for the selection of security contractors to avoid human rights risks in countries where security firms are not properly regulated.

## Environment and Climate

### Environment

As a supplier to Aker BP, we will work to minimise negative impacts on the environment, taking into consideration both our own operations and our upstream value chain. We will work to minimise harmful discharge, emissions to air and waste production. We will comply with all national environmental legislation and discharge permits.

### Climate

As a supplier to Aker BP, we will work to map, manage and reduce our impact on the climate, by continuously improving our energy efficiency measures and minimizing emissions to air. We will work with our suppliers to increase awareness and implementation of energy efficiency and emission reductions, as well as monitoring and reporting the climate footprint of our activities and deliveries to Aker BP.

### Circular Economy

As a supplier to Aker BP, we will work to map, manage and reduce our resource consumption and increase circular economic performance, both in our own operations and in our value chain. We shall work to ensure the durability, reusability, upgradability, and reparability of products or solutions, and shall work to incorporate renewable or recycled material, and/or reuse components wherever practicable.

### Community impact and engagement

As a supplier to Aker BP, we will responsibly manage impacts on people in local communities, engage with them through an ongoing dialogue and account for local needs and expectations in operations. We shall strive to reduce economic inequality and advancing socioeconomic development of local communities by supporting local organisations and source locally when possible. We shall respect local communities' livelihood by ensuring responsible management of common resources on land and in the ocean.

### Standards towards own Suppliers

As a supplier to Aker BP, we will expect our own suppliers and sub-suppliers to conduct their business in a manner consistent with the principles set forth in this Supplier Declaration and we will seek to include and follow up on these expectations in our business relationships with them.

### Supplier Declaration

By signing this Supplier Declaration we confirm that we fulfil the requirements contained herein in this document. We further agree that Aker BP may audit our practises to ensure we comply with the requirements. We are aware that where a deviation cannot be improved the business relationship may be terminated.

For and on behalf of Supplier

Authorised Signature: \_\_\_\_\_

Name: \_\_\_\_\_  
BLOCK LETTERS

Title: \_\_\_\_\_  
BLOCK LETTERS

Date/Month/Year: \_\_\_\_\_

The above authorised signatory is authorised to sign this Supplier Declaration for and on behalf of:

Full Company Name: \_\_\_\_\_  
BLOCK LETTERS

Registered Address: \_\_\_\_\_  
BLOCK LETTERS

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