



G2 Ocean Supplier Code of Conduct

Statement from CEO

Our suppliers play an important part in reaching G2 Ocean's vision: Pioneering Sustainable Shipping Solutions.

In order to achieve the high standards established in this Supplier Code of Conduct our shared commitment to continuously improve towards a sustainable value chain is required.

G2 Ocean is committed to raising our standards and working actively with our suppliers and business partners in this respect

Rune Birkeland, G2 Ocean CEO

Introduction

G2 Ocean has strong values and is committed to working ethically, with integrity and always lawfully wherever we operate and with everyone we do business with.

This Code provides guidance on G2 Ocean's fundamental values and standards for ethics, human rights, labour, environment and anti-corruption and are based on the general guiding principles contained in the UN Global Compact. We request our suppliers to respect and support as applicable. Where considered appropriate, Suppliers should promote responsible sourcing practices and apply the standards of this Code to its own suppliers.

G2 Ocean expects suppliers to adhere to all applicable laws, rules and regulations where they operate. If national regulations provide for better or lesser protection of any of the principles of this SCC, the supplier shall apply the higher standard. If there is a conflict between national regulations and the minimum standards as set out in this SCC, suppliers are expected to report this and to the extent possible, honour the standards as set out in this SCC while adhering to national regulations.

G2 Ocean will give preference to selecting Suppliers based on price, quality and demonstration of a commitment to conduct business in an ethical, environmental and socially responsible manner in accordance with the spirit of this Code.

Consequences of non-compliance

If we consider there being a breach of the SCC and we regard such breach to be of material character, and the supplier is unwilling to collaborate and agree upon remedies for such breach, we reserve the right to terminate our business relationship and any agreements with the supplier without any liability and on an immediate basis without prior notice.

Principles

Human Rights

We support and respect the protection of internationally proclaimed human rights for those who work for us, and we expect our suppliers to do the same. This includes the creation and maintenance of an environment that treats employees with dignity and respect, which support the freedom of speech, religion and that suppliers comply with all applicable laws on non-discrimination and anti-harassment in hiring and employment.

Forced

Labour

We do not tolerate any form of forced labour or trafficking practice in our business or in our supplier's business. All work, including overtime work, shall be voluntary and employees shall be free to leave upon reasonable notice.



Employees will not be forced to hand over government-issued identification (passports or work permits) as a condition of their employment.

Child Labour

We do not tolerate any form of child labour in violation of international recognized conventions and we require that you comply with the same regulations.

Children under the age of 18 shall not be engaged in labour that is hazardous to their health or safety, including night work. Children under the age of 15 (14 or 16 in certain countries) shall under no circumstances be engaged in labour that is detrimental to their education.

Health and Safety

Ensuring a safe and healthy workplace for our employees is vital to us and we require from ourselves and from you to comply with recognized international conventions and local legislation to take every effort to provide a healthy and safe work environment.

We do not tolerate any acts or omissions that put our employee's health or safety at risk. We expect you to share the same commitment to your employees and that, as a minimum, reasonable access to potable water and sanitary facilities are ensured, that fire safety; emergency preparedness, training and response are properly taken care of.

Working Hours

We expect our suppliers to respect all applicable working hour requirements as established by local law and applicable international conventions.

Compensation

We expect our suppliers to comply with all wage and hour laws and regulations, including those pertaining to minimum wages, overtime wages, piece rates, other elements of compensation.

Freedom of Association and Collective Bargaining

We recognize the importance of open communication and direct engagement between workers and management. We expect that you respect the rights of workers to communicate openly with your management regarding working conditions and if applicable under local law, that you respect any rights of employees to freely associate, organize and bargain collectively. All transactions made with or on behalf of G2 Ocean must be documented.

Bribery and corruption

We do not accept that any of our employees accept or offer any form of corruption, bribes or facilitation payments whether directly or through others. We expect our suppliers not to take any action that could violate, or cause us to violate, any applicable laws or regulation with respect to corrupt practices, extortion, fraud, bribery or facilitation payments.

We do not accept that anything of value is offered or given to any government official or to employees of state owned companies to expedite or secure business on G2 Ocean's behalf.

Gifts and Hospitality

We do not accept that any of our employees or suppliers accept or offer any form of gifts or hospitality that is not customary or reasonable in terms of value and frequency. We will not accept nor offer any benefits to facilitate our own or your business with us. This includes, but is not limited to, invitations to big sporting or cultural events, holidays or other recreational trips or similar as appreciation of a contract or to influence our decision to select you as our supplier.

Open and fair competition

Compliance with competition and anti-trust laws are important aspects of a fair and honest business conduct. Violations of such laws are serious for our business and, employees. We request suppliers not to share with us any restricted information from or about our competitors or their bids and prices.

Conflict of interest



We ask suppliers to disclose to us any situation that may appear as a conflict of interest, and disclose to us if any employee or professional under contract with us may have a personal interest of any kind in your business or any kind of economic ties with you.

Confidentiality

We are committed to openness in all our interactions, while respecting confidentiality in our business relations. We protect sensitive and confidential information through professional secrecy, and keep documents and data in safe custody. We expect our suppliers to adhere to the same principles.

Sanctions

We expect our suppliers to comply with all economic and trade sanctions applicable to you or G2 Ocean, imposed against countries, regimes, entities or individuals, including sanctions imposed by the United Nations, European Union and the United States.

Environment

G2 Ocean needs to ensure that all suppliers are fully aware of their environmental responsibilities when undertaking any work for G2 Ocean.

Suppliers shall operate in an environmentally responsible and efficient manner and integrate environmental considerations into all their activities.

Suppliers shall comply with all applicable environmental laws and regulations, including requirements for environmental licences and permits.

Suppliers shall have in place, or develop, an environmental policy and management system to:

- identify environmental impacts
- ensure safe handling, movement, storage and disposal of hazardous waste
- reduce waste, energy usage and emissions to air, water and ground
- promote the recycling or reuse of materials
- use environmentally friendly technologies
- strive for continuous improvement in reducing harmful effects to the environment

Documentation and audit

In line with good business practice, Suppliers shall maintain records to demonstrate conformance with the expectations of this Code, or records showing progress in implementing improvements in their management systems towards achieving the standards of our Code.

G2 Ocean reserves the right to check compliance with the standards of this Code, this may include completion of supplier questionnaire and audits.



DECLARATION BY SUPPLIER:

As an existing or potential supplier to G2 Ocean, we confirm that we have read and understand this Supplier Code of Conduct and will support and comply with the principles as amended from time to time.

We also accept G2 Ocean's right, in the case of material breach of this Supplier Code of Conduct, to terminate the contractual relationship or an order for goods or services without liability to any G2 Ocean entity or representative if no appropriate corrective actions are taken by the supplier.

Place and date: _____

Company name: _____

Authorised signatory: _____

Name: _____

Title: _____

Email: _____

Phone: _____