

G2 Ocean Whistleblowing Policy

Introduction

G2 Ocean is committed to providing an ethical working environment, free from malpractice, harassment, bullying, discrimination, and breaches of applicable health and safety regulations/standards, and to conduct business in an ethical, open and honest manner with a high standard and integrity.

We expect all employees and other persons acting for or on behalf of G2 Ocean to respect and act in accordance with applicable laws as well as our policies, standards, procedures and guidelines.

This whistleblowing policy (the “Policy”) aims to encourage our employees and relevant third parties to report in good faith, and based on a reasonable belief, any suspected or actual wrongdoing, *i.e.* any illegal, unethical and/or improper behaviour regarding any aspect of G2 Ocean’s business. This Policy is also designed to provide comfort and assurance for the whistleblower, in particular to the fact that any genuine concern may be raised anonymously, in full confidentiality and without any fear of reprisals.

Applicability

This Policy applies to G2 Ocean Holding AS and all of its subsidiaries (whether wholly or partly owned) and all their officers, directors and employees, including temporary staff, as well as any third party, both entities and individuals, acting for or on behalf of G2 Ocean.

Whistleblowing and G2 Ocean’s Policy

“Whistleblowing” is generally understood to be an act of notification or disclosure of information in good faith, and based on a reasonable belief, which relates to an actual or suspected wrongdoing, including breach of laws, policies, standards, procedures, guidelines or other unethical and/or immoral behaviour, in relation to a company, its employees, representatives, stakeholders and/or any part of its business.

All employees of G2 Ocean, as well as any third parties having a genuine concern or suspicion about any wrongdoing, or any illegal, unethical or improper behaviour regarding any aspect of G2 Ocean’s business have the duty to report such concern or suspicion within G2 Ocean’s proper channels, rather than overlooking the issue or raising this concern or suspicion outside G2 Ocean.

Relevant concerns or suspicions may include:

- breach of legal requirements, *e.g.* fraud, bribery and corruption;
- breach of G2 Ocean’s policies, standards, procedures and guidelines;
- general malpractice, such as unethical conduct;
- harassment, bullying or discrimination of any kind;
- danger to health and safety of any individual; or
- damage to the environment.

The information may relate to any incident(s) having happened in the past, present or which is likely to happen in the future.



How to raise a concern?

All notifications will be treated confidentially and should be raised with the relevant employee's immediate line manager, provided, however, that notification may always be made to HR, the Director Legal and Compliance, WEC (AMU) or the local office's safety deputy. Notifications made by relevant third parties should be raised with the Director Legal and Compliance.

If, for some reason, notification internally with G2 Ocean is not desirable or possible, G2 Ocean has established an external and independently managed whistleblowing channel, Navex Global. Notification through Navex Global allows notification of any suspicion or concern anonymously. Further details on how to report through Navex Global is available here [Navex Global Contact Details](#)

Protection and support for whistleblowers

G2 Ocean appreciates and respects that whistleblowers may have worries or concerns about possible reprisals. G2 Ocean will protect and support any person raising a suspicion or concern in good faith and based on a reasonable belief, irrespective of whether the whistleblower turns out to be mistaken.