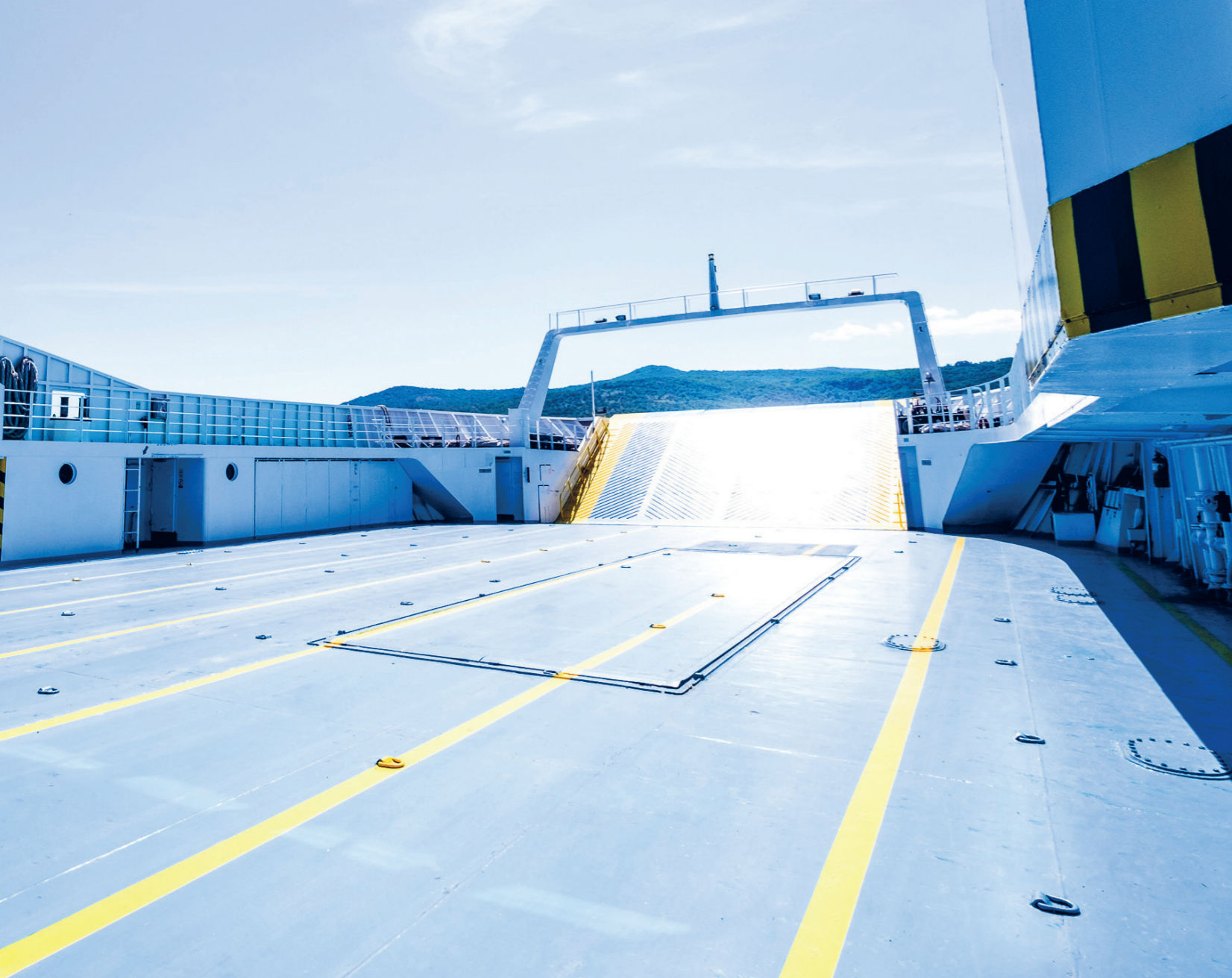


Code of Conduct



NORTH SEA HANDLING



“This Code of Conduct approved by North Sea Handling’s Board of Directors defines our way of working”

Our goal is to provide the maritime industry worldwide with market leading solutions within cargo / passenger access equipment and energy efficiency solutions.

Innovation and long-term-philosophy are key words in our everyday work and together with our partners we are pushing boundaries to develop equipment and concepts to meet our customers’ current and future needs. Innovation is our trademark and what drives us.

Long-term-philosophy reflects the way we act and our view of what is most important in respect of value creation.

To achieve this, we need to adapt and contribute to the development of the market and our customers. We need to attract and restrain the best people in our industry and above all, do business in an ethical, solid, lawful and sustainable way.

This Code of Conduct is presenting our way of working and what we expect of our partners and suppliers to comply to prior entering a business relation with North Sea Handling.

The base of this document stands on the UN Declaration of Human Rights, OECDs guidelines for Multinational enterprises, International Labour Organizations declaration on fundamental principles and rights at Work and North Sea Handlings own values and careful attention to societal responsibility.

It’s a handbook to our personnel, provides guidelines for all those who we collaborate with and a document that secures our customers that the core of our work springs from integrity, ethics and responsibility.

Adam Bengtsson
FOUNDER & OWNER
OF NORTH SEA HANDLING


Roar Roksvåg
FOUNDER & OWNER
OF NORTH SEA HANDLING



North Sea Handlings employees and the personnel of our sub-contractors shall always feel respected, safe and protected.

- All employees in North Sea Handling are under the protection of the internationally recognized Human Rights declaration from the UN. We require the same from our sub-contractors.
- North Sea Handling do not accept any kind of discrimination.
- Child labour or forced labour is not accepted.
- All employees have the freedom of assembly and we expect the same from our sub-contractors.
- All personnel that North Sea Handling are responsible for are payed market salary and are insured for life, injury, traveling, sickness (short and long-term) and treatment. We encourage our sub-contractors to do the same but require minimum wage and insurance for all employees that are part of a North Sea Handling project.
- North Sea Handling guaranties that our employees do not exceed legally number of working hours, always have protection and appropriate equipment and will always make sure that accommodation and work environment are within the scope of national minimum standards. We expect our subcontractors to do the same.
- In every project, a project manager is responsible for occupational safety, instructions and documentation. Project management reports any breaches of the above to the Board of North Sea Handling, The Judiciary or/and our insurance partners.
- Our corporate culture come from openness, we focus on the ability for all our employees and partners to communicate issues without fear of retaliation. This goes for all our policies, procedures and potential compliance violations and is also expected of our suppliers and partners.





North Sea Handling will be a strong and progressive force in each jurisdiction we operate in and are committed to follow all laws, rules and regulations.

North Sea Handling shall be a contributor to the protection of the environment.

- North Sea Handling have zero tolerance for all actions that leads to corruption, behavior that will affect rightful competition or is a subject to conflict of interests. We require the same from our subcontractors.
- All employees are committed to safeguard company's trade secrets. We expect the same from our suppliers. It is forbidden to disclose confidential information to third parties without proper authorization or to provide other forms of access to them, unless proper authorization has been granted or it is publicly available information.
- All employees' and partners actions shall reflect the current legislation and we have limits for what kind of behavior will be accepted when you are an employee in our organization or one of our business partners.
- Through risk assessment done by management, we define, measure and prepare action plans to prevent unwanted events. We investigate the conduct and regulations of our partners and subcontractors regularly, GDPR-compliant.

- Sustainability is embedded in all our product development, both when it comes to new products, design or redesign. We provide our customers with eco-friendly, efficient solutions and products with long lifetime.
- All internal traveling, freight or other activities that will have an environmental impact are evaluated and optimized.
- We expect our suppliers to pay attention to environmental considerations in all our projects and collaborations to minimize the carbon footprint.
- Any violations or failure to fulfil these obligations listed in our Code of Conduct have to be reported to North Sea Handling immediately and will or might result in consequences for our future business relationship with partners or suppliers. The provisions of this Code of Conduct shall not affect North Sea Handlings other legal or contractual rights/obligations in any reasonable manner.





NORTH SEA HANDLING



Bergen, Norway
Headquarter



Turku, Finland
Engineering Office



Gothenburg, Sweden
Project Office



Gdansk, Poland
Project Office



Miami, Florida
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