

## Supplier and Subcontractor Declaration

Aker Solutions' vision is to be the preferred partner for solutions in the oil and gas industry through living our values. Being a responsible societal actor is of key importance towards this vision. As a tool in this respect, Aker Solutions has prepared this Supplier and Subcontractor Declaration which all potential suppliers and subcontractors are requested to sign.

### Compliance with Laws

As a supplier or subcontractor to Aker Solutions we will comply with all applicable laws and regulations. We will align our conduct with the Ten Principles of the UN Global Compact and the UN Declaration of Human Rights; and with other international laws and codes of conduct where such are applicable.

### Improper Payments

As a supplier or subcontractor to Aker Solutions we will not, in order to obtain or retain business or other advantages in the conduct of business, offer, promise or give any undue advantages to a public official or a third party to make the official act or refrain from acting in relation to the performance of her/his official duties. This applies regardless whether the advantage is offered directly or through an intermediary.

As a supplier or subcontractor to Aker Solutions we will follow international legislation on bribery and corruption, such as the US Foreign Corrupt Practices Act and the UK Bribery Act.

### Gifts, Hospitality and Expenses

As a supplier or subcontractor to Aker Solutions, we are aware that Aker Solutions does not accept any gifts or hospitality from its suppliers, and we will therefore not offer gifts and other favours to Aker Solutions, Aker Solutions' employees, representatives, partners or anyone closely related, except for promotional items of minimal value, normally bearing a company logo.

Hospitality such as social events, meals or entertainment may be offered, provided there is a clear business reason. The costs related to such hospitality must be kept within reasonable limits. Travel, accommodation and other expenses for the individual, representing Aker Solutions, will always be paid by Aker Solutions, unless other arrangements are agreed in the contract.

Gifts, hospitality, expenses or other favors shall not be offered or received in connection with contract bidding, evaluation or award.

### Conflict of Interest

As a supplier or subcontractor to Aker Solutions 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. Such circumstances may be a business interest or a personal interest in the subject matter — economically or otherwise — directly or through someone closely related. If we become aware of potential conflict of interest, we will notify Aker Solutions without delay.

### Health, Safety and Environment (HSE)

As a supplier or subcontractor to Aker Solutions 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. As a supplier to Aker Solutions we will strive to have the best possible management system for HSE.

As a supplier or subcontractor to Aker Solutions we will work to minimize negative impacts on the environment, taking into consideration the full life cycle of our products. We will work to achieve energy efficiency and minimize harmful discharge, emissions and waste production. We will comply with national environmental legislation and discharge permits.

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### Minimum Age of Labor

As a supplier of Aker Solutions we will not employ children below the age of 15.

### Forced Labor

As a supplier or subcontractor to Aker Solutions 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 or subcontractor to Aker Solutions we will not engage or employ people through any form of forced labor as defined by international labor standards. No fees or costs will be charged to potential workers considered for employment.

### Freedom of Association & Right to Collective Bargaining

As a supplier or subcontractor to Aker Solutions we recognize that our employees are entitled to be union members and to be represented in collective bargaining agreements. In countries where these rights are restricted we will provide our employees with opportunities to influence their work situation.

### Working Hours & Wages

As a supplier or subcontractor to Aker Solutions we will comply with local law and agreements regarding working hours. As a supplier or subcontractor to Aker Solutions we will ensure that wages paid to employees and hired labor are considered fair and in compliance with local law and agreements.

### Employment Practices

As a supplier or subcontractor to Aker Solution we will treat our employees and hired labor equally and fairly. We will not accept any form of harassment or discrimination based on age, gender, religion or any other reason.

### Minority Rights

As a supplier or subcontractor to Aker Solutions 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.

### Security Resources

As a supplier or subcontractor to Aker Solutions, 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.

### Selection of Business Partner, Agents and other Intermediaries

As a supplier or subcontractor to Aker Solutions we will promote that potential business partners, agents and intermediaries adopt the principles set forth in this Supplier and Subcontractor Declaration.

**Standards towards own Suppliers and Subcontractors**

As a supplier or subcontractor to Aker Solutions we will promote the implementation of the principles set forth in this Supplier Declaration towards own suppliers.

By signing this document we confirm that we fulfil the requirements in the Supplier and Subcontractor Declaration. We agree that Aker Solutions may audit our practices in the aforementioned areas so as to make sure we comply with the requirements. We are aware that where a deviation cannot be improved the business relations may be terminated. The Authorized signature below is from a representative with authority to act on behalf of our company. The co-signature is from a representative that can confirm that the declaration is signed by a person with the required authorization.

Declaration signed by supplier or subcontractor

Supplier / subcontractor Name	
Address	
Date	
Authorized Signature	
Name	
Title	
Co-signature	
Name	
Title	
Co-signature	