



Supplier Declaration

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Table of contents

Introduction	3
Supplier Declaration	4
Business Practices	4
Human Rights and Working Conditions	5
Quality Management	6
Health, Safety and Security	7
Cyber Security	8
Environment and Climate	8
Standards Towards Own Suppliers	9
Commitment	10

Introduction

Aker Solutions is committed to complying with all applicable laws and regulations, conducting business with integrity, and respecting cultures, dignity, and rights of individuals everywhere we operate. We expect our suppliers to share our commitment to health, safety, environment, security, integrity, human and workers' rights, ethics, and compliance, and to apply these principles to their own employees, agents, subcontractors, and suppliers. Suppliers must adhere to the standards and principles outlined in this document and to use their best efforts to ensure that equivalent standards are met in their own supply chain. In order to do so, suppliers shall establish and maintain a sustainability due diligence process consistent with the United Nations Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises which represents an acknowledged methodology for identifying, preventing, mitigating and accounting for impact on human rights and the environment in businesses' own operations as well as in their value chains.

This document reflects globally relevant policies to create a foundation of good business practices that helps protect society and preserve the environment. It has therefore been laid out to align with the Ten Principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, ILO core labor conventions, the OECD Guidelines for Multinational Enterprises and with other international laws and codes of conduct where such are applicable. Aker Solutions expects that where local laws address the same subject and are not in conflict, the highest standard shall apply.



Supplier Declaration

Business Practices

- **Compliance with Laws and International Standards:** We will comply with all applicable laws and regulations, act ethically, and respect internationally recognized human and labor rights.
- **Corruption, Bribery and Improper Payments:** We shall comply with applicable laws and regulations concerning bribery, corruption, fraud and any other prohibited business practices (such as the UK Bribery Act and US Foreign Corrupt Practices Act). We will not offer or accept improper advantages to influence business decisions.
- **Money Laundering:** 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.
- **Fair Competition:** We will not engage in illegal cooperation on pricing, market sharing, or other anti-competitive behavior.
- **Gifts, Hospitality, and Expenses:** We will not offer gifts to Aker Solutions or its representatives, except for minimal value promotional items to anyone closely linked to the Company. Hospitality may be offered for clear business reasons within reasonable limits. Gifts, hospitality, expenses, or other favors shall never be offered or received in connection with contract bidding, evaluation, or award.
- **Conflict of Interest:** 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 Solutions.
- **Business Partners, Agents, and Intermediaries:** We will promote that our 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 Solutions without specific approval from the appropriate Aker Solutions Compliance Resources.
- **Sanctions and Export Control:** We shall comply with sanctions and export control laws and regulations and shall immediately inform Aker Solutions should we become subject to sanctions.
- **Data Protection:** We shall comply with applicable data protection laws and regulations, including those which reference the handling and storing of personal data. We will ensure all personal data is deleted or anonymized when it is no longer necessary for the relevant purpose it was collected.
- **Community Impact and Engagement:** We will manage and mitigate impacts on local communities responsibly, engage in ongoing dialogue, and support local socioeconomic development.

Human Rights and Working Conditions

- **Human Rights:** We will not cause or contribute to human rights infringements and will implement systems to minimize risks. We will follow all UN and ILO guidance including the International Bill of Human Rights. We are committed to implement effective systems to minimize risks to human rights infringements caused or contributed to in our operations or through our supply chain or business partners.
- **Minimum Age of Labor:** We will not employ children under 15 and will safeguard the health, security and other rights of those under 18, ensuring they do not perform hazardous work.
- **Forced Labor:** 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 Solutions, we will not engage or employ people through any form of forced, bonded or prison labor. We will follow international legislation on forced labor and human trafficking, including the UK Modern Slavery Act and Norwegian Transparency Act.
- **Freedom of Association and Right to Collective Bargaining:** We recognize employees' rights to form and join trade unions and to be represented in collective bargaining agreements. 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, we will provide our employees with opportunities to influence their work situation.
- **Employment Practices:** We will comply with applicable laws and regulations regarding working hours and ensure that working hours are not excessive. Wages and benefits paid shall as a minimum meet national legal or industry standards, whichever is higher. Wages should be enough to cover basic needs and provide some discretionary income. Payments are to be made in a timely and legal manner, and fully documented. We will provide fair written employment conditions in a language the employees or hired-in personnel can understand. We will ensure employees have access to an effective grievance mechanism and responsible housing and accommodation arrangements for our own and subcontractors' work force in line with applicable local legislation and tariff agreements. All employees will be free to leave their employment after being given reasonable notice.
- **Non-Discrimination:** We will treat employees and hired labor equally and fairly, will not accept any form of harassment or discrimination and will promote equal opportunity and fair treatment for our employees and hired labor including migrant workers.
- **Minority Rights:** 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 and Sexual Services:** We will not accept any form of human trafficking or sexual services by our employees or sub-suppliers' employees in the

SUPPLIER DECLARATION

context of our operations.

- **Equality, Diversity, and Inclusion:** We will strive for equality, diversity, and inclusion throughout our business, at all levels.
- **Conflict Minerals:** We will avoid using conflict minerals and ensure responsible sourcing. This will be governed by policies and procedures cascaded through the supply chain.
- **Security Resources:** 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. We shall comply with Voluntary Principles on Security and Human Rights.
- **Whistleblowing and Access to Remedy:** We will ensure our employees and suppliers can report concerns regarding potential breaches of the requirements set out in this Supplier Declaration and that these are investigated fairly. 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 Solutions values transparency and encourages the reporting of any concerns through relevant channels, such as the Aker Solutions whistleblower channel.



Quality Management

- **Quality Management System:** We have a documented quality management system in accordance with ISO9001 or a similar standard and will seek to perform our work correctly the first time to minimize adverse impact on quality, schedule, budget and resources.
- We will establish a **quality plan** for the work being performed under any contract and we

SUPPLIER DECLARATION

will subsequently prepare an inspection and test plan for all products and align it with our customers' follow-up activities.

Health, Safety and Security

- **HSSE:** We will work ambitiously, through continuous improvement, for a healthy, safe, and secure work environment in accordance with ISO 45001 and ISO 14001 or similar standards and applicable laws and regulations. As a Supplier to Aker Solutions, we will strive to have the best possible management system for HSSE.
- **Stop Work Procedure:** We have a stop work procedure to empower everyone to stop dangerous behavior.
- **Drug and Alcohol Policy:** We have a drugs and alcohol abuse policy to keep influenced people away from work.
- **Chemical Handling:** We have a chemical management system (for EU: complies with the EU's REACH Directive) and will actively replace substances of concern as soon as practically possible.
- **Security:** We comply with international security standards and have a responsible organizational unit for security and will manage and mitigate security threats to a level that is within Aker Solutions' risk appetite.
- **Emergency Response:** We comply with international emergency management standards and have a responsible unit for emergency response that will manage any event back to business as normal with the minimum impact on Aker Solution business operations and will fully comply with all Aker Solutions directions and requirements in the event of an emergency.



Cyber Security

- **Cyber Security Management:** We have a responsible unit for cyber security, headed by an accountable senior manager and comply with international standards. We work to ensure appropriate cyber security is maintained by following principles such as ISO 27 001, NIST 800-53 and IEC 62443 and ensure applicable privacy regulations are upheld.
- **Incident Management:** We have procedures for incident detection, response, and recovery and will notify Aker Solutions as soon as practicably possible should an instance arise.
- **Cyber Resiliency:** We regularly exercise our ability to manage and recover from cyber incidents such that our services to Aker Solutions are resilient and will support during a cyber incident to prevent any negative impact to business and operations.



Environment and Climate

- **Environmental Commitment:** We are committed to identifying environmental risks, impacts and opportunities in our operations as well as in the value chain and will comply with all national environmental legislation / permits and all relevant new requirements as they are introduced.
- **Carbon Reporting and Reduction:** We will collaborate with Aker Solutions on carbon accounting in accordance with the greenhouse gas protocol and shall set emission reduction targets. We will be proactive in reducing energy and emissions from our operations to support a net zero ambition and employ best endeavors on supplying accurate data.
- **Products and Services:** We strive to provide lower environmental impact products and

SUPPLIER DECLARATION

services and work to provide specific product data such as Lifecycle Assessment, Environmental Product Declaration and other relevant data.

- **Waste Management and Circular Economy:** We minimize waste in line with the waste hierarchy, optimize resources to reduce virgin content, and work towards circular business models. Any waste generated or hazardous material used is managed safely.
- **Biodiversity and Ecosystem Protection:** We assess and manage impacts on biodiversity, water and ecosystems with the aim to preserve and restore the natural environment. We will notify Aker Solutions if we become aware that our operations and value chain are conducted in or near biodiversity or ecologically sensitive areas.
- **Water:** We evaluate operations in regions experiencing water scarcity and have mitigating actions.
- **Pollution Prevention:** We seek to minimize pollution of land, water and air (including noise, light etc.) and ensure adequate mitigation plans are developed and implemented.



Standards Towards Own Suppliers

- We will ensure our suppliers and sub suppliers conduct business consistently with these principles and will follow up in business conversations.
- We confirm that Aker Solutions has the right to conduct audit inspections and product verification activities on live contract/s.
- We will facilitate Aker Solutions' engagement with our employees and those in our value chain to the best of our ability.

Commitment

- By signing this document, we confirm compliance with the requirements in this Supplier Declaration and agree to ongoing dialogue, which may result in audit, by Aker Solutions.
- We agree to close any gaps as soon as practicable possible and recognize that lack of improvement may result in business termination.
- We agree to provide data required when applicable and available in a timely manner.

Supplier Name:

Supplier Address:

Date (DD/MM/YYYY):

Name & Signature:

Title:
