

## **MANAGEMENT DECLARATION**

Schelde Exotech specializes in engineering, procurement, construction and installation of high-end equipment worldwide. The foundation of Schelde Exotech includes our commitment to conducting our business with integrity and the highest ethical standards as well as on-time performance of quality projects with the highest HSSE achievements.

### **Compliance with Laws, Regulations and Conventions**

Schelde Exotech will comply with all applicable laws, regulations and relevant provisions contained in international agreements, conventions and declarations such as the Ten Principles of the UN Global Compact and the UN Declaration of Human Rights.

### **Health, Safety, Security and Environment (HSSE)**

Schelde Exotech 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. Schelde Exotech shall strive to have the best possible management system for HSSE. 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.

### **Sanctions and trade restrictions**

Schelde Exotech confirms that neither they nor any of our direct or indirect owners, subsidiaries affiliates, directors or employees is listed on any sanctions or restricted party lists. We will ensure that our services and deliverables comply with any economic sanctions or trade restrictions applicable to us and/or our clients.

### **Improper Payments**

Schelde Exotech 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 Schelde Exotech employee, to a third party or to a public official to perform any 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 or if the person who receives the advantage or offer does or does not provide a service in return. We will follow

applicable national and international legislation on bribery and corruption, such as the US Foreign Corrupt Practices Act and the UK Bribery Act and other relevant legislation in Norway, the USA, the UK, EU states, Russia and other countries.

## **Money Laundering**

Schelde Exotech commits to not take part in any form of money laundering and to ensure that our financial transactions are not used for this cause.

## **Competition**

Schelde Exotech will not take part in any form of price-fixing, market sharing collaboration or other activity that conflict with relevant competition laws. Our procurement practices and processes will reflect competition as a fundamental requirement. Supplier selection will be based on predefined objective and non-discriminating criteria.

## **Conflict of Interest**

Schelde Exotech, and their 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 our clients immediately.

## **Minimum Age of Labour**

Schelde Exotech will not employ children below the age of 16. We will not use employees between the ages of 16-18 years for hazardous work.

## **Forced, slave or involuntary Labour**

Schelde Exotech will not engage or employ, or contribute to engage or employ, people against their own free will, nor will personnel be required to lodge "deposits" or identity papers upon commencing employment. Schelde Exotech will not engage or employ people through any form of forced, slave or involuntary labour and always be remunerated at a premium rate in accordance with national legislation or collective agreement. Under no circumstances can wages and benefits be less favourable than those established by national legislation or collective bargaining agreements.

## **Employment Practices**

Schelde Exotech will treat their employees and hired labour equally and fairly. We will not accept any form of harassment or bullying. We will not accept any form of discrimination based on age, gender, religion, ethnic origin, sexual orientation, disability, trade- union membership, political affiliation or any other reason.

## **Minority Rights**

Schelde Exotech recognizes and shall respect the special importance of the social, cultural, religious and spiritual values and practices of indigenous and tribal peoples and their relationship with the land or territories affected by our operations. To the extent our work may affect indigenous people or other minority groups, a process to minimize and manage such impacts will be undertaken.

## **Human trafficking and sexual services**

Schelde Exotech, we will not accept any form of human trafficking and sexual services by our employees or sub-suppliers' employees in the context of our operations.

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

Schelde Exotech will do their utmost to ensure that potential business partners, agents and intermediaries adopt the principles set forth in this Declaration.

## **Standards towards own Suppliers and Subcontractors**

Schelde Exotech will promote the implementation of the principles set forth in this Declaration towards own suppliers and subcontractors of any tier.

## **Training**

Schelde Exotech shall train our employees and sub suppliers in the content of this Declaration and ensure that training happens throughout the supply chain.

## **Whistleblowing – access to remedy**

Schelde Exotech will ensure that all their employees and suppliers have the possibility to report concerns regarding potential breaches of the requirements set out in this document. We will ensure that all reported concerns would receive a fair and

comprehensive investigation conducted with relevant internal and/or external assistance.

We will ensure that grievances/complaints related to the principles in this Declaration within our sphere of influence are handled professionally and that corrective measures are put in place as appropriate.

## **Quality and Improvement**

Schelde Exotech will secure consistent and predictable deliveries in accordance with all requirements and expectations. We will work ambitiously to continuously improve our performance. Quality incidents shall be identified, reported and acted upon. Root cause analyses shall be performed in order to understand the problem and be able to implement effective improvements to prevent recurrence

## **ISO Standards**

Schelde Exotech is working according certified ISO Standards; ISO 9001, ISO 14001, ISO 45001 & ISO 3834