

# SUPPLIER DECLARATION

Aker Energy shall comply with all applicable laws and regulations and conduct its business with integrity, respecting cultures, dignity and rights of individuals everywhere we operate. Aker Energy strives to ensure that our suppliers and sub-suppliers share our commitment to safety, integrity, ethics and compliance. Thus, suppliers are expected to adhere to standards which are consistent with the Aker Energy Supplier Declaration and its key principles relevant for suppliers which are laid out in this document.

## **Compliance with Laws**

As a supplier to Aker Energy we will comply with all applicable laws and regulations, act ethically and in a sustainable and socially responsible manner. We will respect internationally recognized human rights.

## **Improper Payments**

As a supplier to Aker Energy we will not request, accept or receive any improper advantage in order to allocate business or other advantages in the conduct of business. Further, we will not offer, promise or give any improper advantage to public officials or any individuals or corporate entities within the private sector, in order to obtain or retain business or any advantage in the conduct of business, or to make the official act or refrain from acting in relation to the performance of her/his official duties. This applies regardless of whether the improper advantage is offered directly or through an intermediary.

## **Gifts, Hospitality and Expenses**

We are aware that Aker Energy does not accept any gifts from its suppliers. We will therefore not offer gifts and other favours to Aker Energy, Aker Energy's employees, representatives, partners or anyone closely related, except for promotional items of minimal value.

Hospitality such as social events, meals or entertainment may be offered if there is a clear business reason and the costs are kept within reasonable limits. Travel, accommodation and other expenses for individuals representing Aker Energy, will always be paid by Aker Energy, unless other arrangements are agreed in the contract.

Gifts, hospitality, expenses or other favours shall never be offered or received in connection with contract bidding, evaluation or award.

## **Conflict of Interest**

As a supplier to Aker Energy 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 Energy without delay.

## **Health and Safety**

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

## **Environment**

As a supplier to Aker Energy we will work to minimise 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.

## **Minimum Age of Labour**

As a supplier to Aker Energy we will not employ children below the age of 15. If the child is secured the right for education, play, rest and family life, and the work is of light nature, limited exceptions may be made for children above 13, where this is clearly in the best interest of the child. We shall secure that persons under the age of 18 do not perform any hazardous work.

## **Forced Labour**

As a supplier to Aker Energy 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 Energy we will not engage or employ people through any form of forced, bonded or prison labour.

### **Freedom of Association & Right to Collective Bargaining**

As a supplier to Aker Energy we recognise our employees' rights to form and join trade unions and to be represented in collective bargaining agreements, and equally their right to remain non-unionised. We will consult with employees and their trade unions on relevant matters and will provide our employees with opportunities to influence their work situation.

### **Employment Practices**

As a supplier to Aker Energy we will comply with local law and agreements regarding working hours and ensure that working hours are not excessive. We will ensure that wages paid to employees and hired labour are considered fair and in compliance with local law and agreements. As a supplier to Aker Energy, we will offer vacation time, leave periods and holidays to our employees consistent with applicable local law and/or agreements. All employees will be free to leave their employment after giving reasonable notice.

As a supplier to Aker Energy we will secure that all our employees are provided with written agreements of employment setting out employment conditions in a language understandable to the employee and have access to effective grievance mechanisms.

### **Non-Discrimination**

As a supplier to Aker Energy we will treat our employees and hired labour equally and fairly. We will not accept any form of harassment or discrimination based on age, gender, religion or any other reason. We will promote equal opportunity and fair treatment in employment and occupation for our employees and hired labour, including migrant workers.

### **Minority Rights**

As a supplier to Aker Energy 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 to Aker Energy, 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.

### **Business Partners, Agents and other Intermediaries**

As a supplier to Aker Energy we will promote that potential 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 Energy without specific approval from the appropriate Aker Energy Compliance Resources.

### **Standards towards own Suppliers**

As a supplier to Aker Energy, we will expect our own suppliers and sub-suppliers to conduct their business in a manner consistent with the principles set forth in this Supplier Declaration and we will seek to include and follow up on these expectations in our business relationships with the

*By signing this document we confirm that we fulfil the requirements in the Supplier Declaration. We agree that Aker Energy may audit our practises in the aforementioned areas so as to make sure we comply with the requirements. We are aware that where a deviation can not be improved the business relations may be terminated.*

**Declaration signed by supplier:**

Supplier: \_\_\_\_\_

Address: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_