

## Reference 1-1 Executive Management • Responsibilities • Commitment Statements

# Corporate Social Governance

This document is equivalent to the version publicly available on Solstad's official website.

Please note that the most recent editions of both the "Modern Slavery Act Statement" and the "Account of Due Diligence – Norwegian Transparency Act" are only available on our official website through the following link:

<https://www.solstad.com/investors/corporate-social-governance/>

### Corporate Social Governance

By profitable and responsible operations our company shall create positive financial, environmental and social effects.

We shall run our company in accordance with current laws and regulations as well as good business practice. We shall show respect for people, employees and their rights, and establish good procedures and standards in our HSE work.

### Main objective

Solstad Offshore ASA and its subsidiaries (Solstad or Company) relies on being a trusted company and to keep a good reputation. Customers, suppliers, associates, bankers, insurers, government authorities and competitors – as well as the Company's own staff – should be able to rely on the Company's professionalism and integrity. This requires Solstad, as an organization, to conduct its affairs with due care, honesty and objectivity in addition to comply with relevant laws, regulations and standards.

European Commission defines Corporate Social Responsibility (CSR) as a concept whereby companies integrate social and environmental concerns in their business operations and in their interaction with their stakeholders (meaning those who are affected by a business operation) on a voluntary basis.

In practice, the term refers to a wide range of actions that companies may take or set of values companies may follow. The range can be from human and labour rights, social and environmental concerns to corruption, all having effects on a company's employees and/or stakeholders. A company's profile and reputation, and its professionalism and integrity are assumed to strongly co-relate with the actions or values elected and implemented.

The nature of the Solstad business will be to maximize performance and increase our operational agility, when combining plural aspects and sides of our operations. In addition, to enjoy a high level of trust, it is important that the behavior of individual employees fosters trust and transparency. The Company aims to establish its own internal awareness document according to our activities and the philosophy adopted by owners, directors and management.

Such a document, or guidelines, will necessarily be of a general nature in a corporation as diverse as Solstad. Nevertheless, the Company tries to be as specific as possible without intending the guidelines to provide an answer to any conceivable dilemma. Any matter or situation which is not covered by the CSR guidelines, or which gives rise to doubt, must be raised with the relevant superior.

Among others this CSR document is based on our core values, which are:



Our core values have been developed and implemented in consultation with our employees and are recognized in our daily operations.

### Scope

Solstad aims to be a social responsible operator and partner wherever the Company do business. CSR activity in Solstad will be rooted in each office, vessel and department, closely tied up to our management system named Solstad Integrated Management System (SIMS). Hence references to processes in SIMS is included in the below.

The final CSR document will bridge all Company CSR activities and evaluate usefulness based on guidelines, principles, processes, standards and results. A process has been started to map where the Company is today – and at the same time set goals for the future. Solstad aim to take this work forward step by step.

This document will be revised as the work is progressing, with the intention of touching fundamental CSR topics like human rights, labour rights, social concern, environmental and climate issues, corruption and bribery.

### Accountability and assessment

#### **Human rights**

Human rights are the basic rights to which all human beings are entitled and can be divided into two broad categories. The first being equality before the law and freedom of expression. The second category concerns economic, social and cultural issues.

Through the endorsement by the UN Human Rights Council on 16 June 2011 of the Guiding Principles for the Implementation of the 'Protect, Respect and Remedy' Framework, the topic received fresh impetus in international fora. Further UN has developed a guideline related to "Business and Human Rights". The full report can be found [here](#).

The report defines what companies should address to avoid negative impacts on human rights when performing their business. The EJ encourages and contributes to implementation of these guiding principles.

#### **General guidelines**

Solstad supports international human rights as laid down in the UN and other international organizations. No one shall in any way infringe or violate human rights, or compromise on health and safety. Solstad as an employer also acknowledge as its most important object to continue focusing on health and safety in the workplace, and to prevent injury or damage to personnel with a goal of zero injuries.

#### **Processes**

As part of its management system Solstad has a set of guidelines in SIMS process Code of Conduct FMAN-RESP-0022

#### **Status**

The Code of Conduct forms part of the Company's objectives and policies, and is implemented to ensure active compliance with ethical standards and international human rights.

#### **Labour rights**

A labour standard has been developed by UN and has been called the "UN Global Compact Principles" This document lists 10 principles covering Human rights (2), Environment (3), Anti-Corruption (1) and Labour rights (4). The latter includes topics like rights to collective bargaining, elimination of all forms of forced and compulsory labour, abolition of child labour and the elimination of discrimination in respect of employment and occupation.

Maritime Labour Convention 2006 (MLC 2006) is an international labour Convention adopted by the International Labour Organization (ILO) entered into force 20 August 2013. The MLC 2006, also known as the "seafarers' bill of rights", which is providing international standards for the maritime industry.

#### **Social concern**

All business-related activities and presence will affect both the society in general and the local communities in which the Company is operating.

#### **General guidelines**

We believe the highest positive effects from Solstad's national and international activities are indirect through recruiting and training of personnel to our fleet and offices, and from ordering of new vessels and modifications/repair of existing fleet.

Direct contributions/donations of money to organizations or projects are also a part of our engagement in local communities as well as in general.

#### **Processes**

Management of social responsibility and sponsoring requests – SIMS process PAHO-0762.

#### **Status**

Through our policies and processes for employment of people and election of sub-contractors or suppliers, we assume our activity contributes to sustainable communities where we are located, where our employees live and where our sub-contractors/suppliers have their activity.

Further Solstad donates money to various charity organizations and projects in countries where the Company operates.

#### **Environmental and Climate issues**

All human beings should work and orient thoughts and actions toward a sustainable future for business in general, and particularly when it comes to protecting the environment and climate. During the last years UN has released several reports about man's activity effecting the climate of the globe. Here it is concluded that if we do not manage to reduce emissions of CO<sub>2</sub> and NO<sub>x</sub> gasses the average temperature will increase and seriously effect human beings' ability to survive in some areas of the world.

#### **General guidelines**

Addressing environmental and climate changes into our operations is a vital and important part of all Solstad operations. We aim to provide the same service as before but work to limit the negative impact our business has to the environment, focusing on emissions, spill prevention and containment capabilities.

#### **Processes**

SIMS process Sustainability Policy DMAN-POLI-0489 outlines the environmental objectives of the Company. All Solstad Offshore employees, subcontractor employees, clients and visitors have an individual responsibility to ensure that their activities onboard our vessels have a minimal impact to the environment. SIMS process PSUS-CSUS-8108 – Environmental and Energy Control gives information regarding some of the work being performed in Solstad.

#### **Status**

Solstad believe that dealing with environmental and climate issues pays off in the long run, both for the environment and the Company. In 2006, Solstad voluntary implemented the ISO 14001, a standard for environmental management. From the efficient use of resources through sustainable operations, our goal is to minimize negative environmental impact through:

- Continuously improve resource efficiency, saving energy, and reducing CO<sub>2</sub>
- Using high technical quality and business knowledge to achieve environmental friendly solutions.
- Focusing on awareness and use of our operational processes and systems.
- Continue the work started towards a goal of zero spills from our vessels.

In 2009 Solstad began a Carbon Footprint analysis, and in 2011, the Company started to report into the Carbon Disclosure Project (CDP).



Solstad Green Operations (SGO), which is a fuel saving and awareness campaign has been ongoing since 2009. In 2017 – 11.001 SGOs were performed, representing around 23.013 m<sup>3</sup> of reduced fuel consumption.

#### **Corruption and bribery**

Corruption is the abuse of power for corporate or private gain. Examples can be bribery, (offering or accepting a bribe in money or in kind) involving officials or people in the private sector, conflict of interest, fraud, money laundering, obstruction of justice or trading in influence. Corruption undermines an organization's effectiveness and ethical reputation, and could ultimately lead to civil and administrative sanctions.

#### **General guidelines**

Solstad's reputation for honesty and integrity must not be put at risk by offer of improper payments in dealing with public officials, political parties or their officials or any private sector worker. Solstad employees must neither offer, promise nor give any undue financial or other advantages to obtain or retain business or any improper advantage in conflict with the Solstad Code of Conduct and Anti-Bribery, corruption and fraud policy.

#### **Processes**

SIMS process Code of Conduct FMAN-RESP-0022 outlines ethical guidelines and general guidelines, which all employees need to follow. In addition, the corruption, fraud and bribery concern are highlighted under the process Anti-Bribery, corruption, fraud and Whistle Blower policy FMAN-POLI-6630.

#### **Status**

The Solstad Code of Conduct is guidance and helps to maintain a good credibility, reliability and integrity in all parts of our business.

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No references