



North Sea Shipping's (NSS), Company Social Responsibility (CSR)

NSS will not, as a principle, practice any discrimination among its employees or applicants based on sex, age, race, religion, political or trade union affiliations, nationality, or disability.

NSS is committed to provide the necessary training for the organization's skill base and its advancement, as well as for the professional development of its employees.

NSS promotes and facilitates mobility within the organization.

NSS will not employ children under the minimum working age for completing compulsory schooling in the countries where we do business, and in any event, not under the age of 15 years old.

NSS is committed to not using forced or compulsory labor.

NSS will continue to maintain a positive work environment in which employees and management work together to strengthen our business.

NSS respects the freedom of association, which includes the right of each employee to join or refuse to join a trade union in accordance with the applicable legislation in the relevant country.

NSS endeavors to develop an open dialogue with its employees and their representatives, if any, concerning significant decisions that will directly affect them.

NSS encourages its suppliers and sub-contractors to implement the values set forth in this "Social and Ethics Statement" in their own business policies.

NSS will conduct business everywhere in the world with the highest standards of honesty, integrity, and fairness, in accordance with the Global Compact principles.

NSS will operate in accordance with "The Norwegian Transparency Act" and safeguard fundamental human rights and decent working conditions.

In carrying out their professional activities, the employees of North Sea Shipping must strive throughout the world to comply with the following rules of good conduct:

- Respecting the spirit and the letter of applicable laws.
- Not granting, directly or indirectly, any kind of benefit to any person involved in NSS business for the purposes of obtaining commercial favors.
- Not using for their personal profit or disclosing to a third party any insider information to which they may have access through their professional activities.
- Avoiding any conflict of interest between their roles in NSS's business and their private interests, particularly in their relations with clients, competitors, and suppliers. In this regard, NSS staff must refrain from offering or accepting gifts or invitations, which would not be consistent with acceptable practices or applicable laws.
- Protecting the confidentiality of the information to which they have access through their professional activities.

A handwritten signature in blue ink, appearing to read "Knut K Rabben", is written over a horizontal line.

Knut K Rabben
General Manager
16.June 2023