



Supplier Code of Conduct.

Introduction:

At North Sea Shipping, we are committed to conducting business in a socially responsible and ethical manner. We expect our suppliers and business partners to share this commitment and adhere to the highest standards of ethical conduct. This Supplier Code of Conduct outlines the principles and guidelines that our suppliers must follow to ensure transparency, fair treatment, and responsible business practices.

1. Legal Compliance:

Suppliers must comply with all applicable laws, regulations, and standards in the countries where they operate. This includes, but is not limited to, labour, health and safety, environmental, and anti-corruption laws. Suppliers must obtain and maintain all necessary licenses, permits, and certifications required for their operations.

2. Labor Practices:

2.1. Forced Labor: Suppliers shall not use any form of forced, bonded, or involuntary labour, including human trafficking. All work must be voluntary, and employees must have the freedom to terminate their employment with reasonable notice.

2.2. Child Labor: Suppliers shall not employ workers who are below the legal working age in their respective countries or below the age of 15, whichever is higher. Suppliers must comply with local laws and regulations related to child labour.

2.3. Working Conditions: Suppliers must provide a safe and healthy work environment for their employees, ensuring compliance with applicable health and safety laws and regulations. Adequate facilities, such as clean restrooms, dining areas, and dormitories (if applicable), must be provided. Proper ventilation, lighting, and fire safety measures must also be implemented.

2.4. Working Hours and Wages: Suppliers must comply with local laws regarding working hours, overtime, and minimum wages. Workers should not be required to work excessive hours, and they must be paid fairly and on time for all hours worked.

3. Human Rights:

Suppliers shall respect and support the protection of human rights within their operations. They should not engage in or tolerate discrimination, harassment, or any other form of human rights abuses. Freedom of association and the right to collective bargaining must be respected.

4. Environmental Responsibility:

Suppliers should strive to minimize their environmental impact by promoting sustainable practices. This includes, but is not limited to, reducing waste, conserving energy and water, and managing hazardous substances properly. Suppliers must comply with applicable environmental laws and regulations.

5. Ethics and Anti-Corruption:

Suppliers must conduct their business with integrity and in an ethical manner. They should prohibit any form of bribery, corruption, or fraudulent activities. Suppliers shall accurately record and report financial transactions and maintain appropriate internal controls.

6. Supply Chain Responsibility:

Suppliers are encouraged to promote responsible sourcing practices within their supply chains. This includes ensuring that their own suppliers and subcontractors adhere to similar ethical standards as outlined in this Code of Conduct.

7. Compliance and Reporting:

Suppliers must establish internal mechanisms and processes to monitor compliance with this Code of Conduct. They should promptly investigate and address any breaches of the Code and report any concerns or violations to North Sea Shipping.

Conclusion:

By adhering to this Supplier Code of Conduct, we demonstrate our commitment to responsible business practices. We expect our suppliers to understand, implement, and promote these principles throughout their organizations and supply chains. We reserve the right to assess and evaluate supplier compliance with this Code and take appropriate actions, including terminating the relationship if necessary.

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

Knut K. Rabben
General Manager