

Location and process	Brattvåg (HQ) / Procurement / Supplier Management	Document category	PUBLIC
Last approved date	19/12/2025 (Linn Follestad)		

Supplier Code of Conduct

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1. Purpose

The purpose of the Supplier Code of Conduct is to set the principles and requirements by which Neuver Maritime expects external suppliers to oblige.

2. Scope

The Supplier Code of Conduct is applicable for all companies within Neuver Maritime.

3. Supplier Code of Conduct

3.1 Labour

The company undertakes to only employ a voluntary labour force, not below the age of 15, unless for specific educational purposes and in accordance with all applicable laws. No employees shall be required to lodge deposits or identity papers upon employment.

3.2 Associations and Collective Bargaining

All of our employees are free to be (or refrain from being) members of labour unions and to be represented in collective bargaining agreements. If such associations are restricted by applicable law, all employees shall have a reasonable and similar right to influence their work situation.

3.3 Working Hours and Wages

All employees and contracted labor shall receive compensation that is fair and, at a minimum, compliant with applicable legal requirements and regulations on the general application of collective agreements. Working hours must adhere to local laws and regulations and, where relevant, to applicable collective or individual agreements, in line with information and supervision obligations (information- and supervision obligations).

3.4 Equal Opportunities

The company undertakes to offer employment based on equal treatment of all individuals and groups, and do not tolerate any form of harassment or discrimination as part of our business.

3.5 Improper Payments

The company undertakes to make no payments, to obtain or retain business, or gain other commercial advantage, to any employee of NEUVER, to any public official or any other third party, to influence any such individual in the due course of performing their duties. Such prohibition applies whether done directly or through any third-party intermediary.

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3.6 Gifts and Expenses

We shall not offer to any employee or representative of NEUVER, or anyone closely related to such person, any gifts except for promotional items of insignificant monetary value, such items to be commonly considered part of normal marketing. Hospitality services may only be offered with a clear business purpose, and costs of such services must be within reasonable limits. No payment for travel, accommodation or other expenses for individual employees representing NEUVER will be paid, as such expenses are always paid by NEUVER. No gifts or expenses shall be offered under any circumstances in situations relating to contract bidding, evaluation or award processes.

3.7 Conflict of Interest

Neither the company nor our employees or representatives shall take part in or seek to influence any decision under circumstances that can give rise to actual or perceived conflict of interest, whether such circumstances are of a business interest or a personal interest in the subject matter, economically or otherwise, directly or through someone closely related. The company undertakes to notify NEUVER without delay if any potential conflict of interest shall arise.

3.8 Environment

The company undertakes to perform all work in accordance with internationally recognized environmental principles, and in adherence with all local laws and regulations applicable, and with all necessary discharge permits as necessary. Continuous improvement of environmental impact of production is considered an important business goal for the company. The company works towards achieving energy efficiency and to minimize any harmful discharge, emissions, and waste production as results from the production.

3.9 Health and Safety

The company strives to maintain and improve a healthy work environment, and safe and secure conduct according to internationally recognized health and safety management principles and practices and applicable law. The company has implemented and maintains proper and reasonable QHSE standards to achieve these goals.

3.10 Partner Standards

The company shall promote to potential business partners, agents, intermediaries and suppliers a code of conduct in principle similar to the ones set out in this declaration.

3.11 Laws

The company undertakes to follow all relevant laws and regulations as applicable to any and all projects between yourselves and NEUVER, and at all times at any place of business under your control. We would like to make the company especially aware of NEUVERs obligations, and thereby also your obligations towards NEUVER, under the Norwegian Transparency Act which entered into force on 1 July 2022. More information about the transparency act can be found [here](#):

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- In English: <https://lovdata.no/dokument/NLE/lov/2021-06-18-99>
- In Norwegian: <https://lovdata.no/dokument/NL/lov/2021-06-18-99>

The supplier is also required to adhere to Neuver Maritime's policies on export control, data privacy, and whistleblower protection, which are available upon request.

4. Records

All documents are stored in SharePoint/Supply Chain, in addition to supporting systems used throughout the process.