

Supplier Code of Conduct

Bower Offshore is committed to ensure that employees are treated with respect and dignity, that employment conditions are safe, that all activities are environmentally responsible, and the highest standards of ethical behaviour are maintained. Bower Offshore therefore expects the same level of social and corporate responsibility from its suppliers and business partners. In implementing this policy Bower Offshore expects that our suppliers must meet the following provisions:

Legal compliance

We expect that our suppliers and business partners must comply with all applicable legal requirements in all their activities and locations of operation. This compliance will be considered as a minimum standard to measure excellence in corporate social responsibility.

Labour and Human Rights

Bower Offshore will conduct its business consistently with the United Nations (UN) Guiding Principles on Business and Human Rights. Suppliers must uphold the human rights of theirs and our employees and treat them with dignity and respect as understood by the international community. We expect that suppliers support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuse. This includes the prohibition to employ forced, bonded, indentured or child labour.

Health, Safety and Environment

Suppliers must promote safe working conditions and maintaining a healthy work environment for all their employees. Bower Offshore expects its suppliers to have an effective environmental management system compliant with local environmental protection and strive to reduce the environmental impacts of their operations.

Business Integrity

Bower Offshore expects that suppliers shall not violate applicable anti-corruption laws and regulations in countries where they operate. Suppliers shall not offer or accept bribes or other means to obtain undue or improper advantage. It is expected that suppliers shall uphold fair business standards in executing their business operations.

Conflicts of Interest

Bower Offshore expects its suppliers to disclose any situation that may appear or develop into conflict of interest. We expect our suppliers to avoid any relationship, influence, or activity that might impair our employees' ability to make objective and fair decisions. Conflict of interest laws and regulations must be abided by fully and carefully.

Protection of Intellectual Property

Suppliers must respect intellectual property rights and safeguard our information. Transfer of technology and/or expertise must be done in accordance with the intellectual property rights of Bower Offshore. This includes controlled documentation of Bower Offshore's Safety Integrated Management System.

Community Engagement

Suppliers are encouraged to foster social and economic development and to contribute to the sustainability of the communities in which they operate.

This policy is subject to annual review during Management meeting and in view of changing legal requirements, stakeholder's expectations and company's operations.

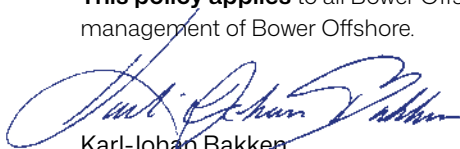
This policy is to be displayed on all vessels managed by Bower Offshore, marine operations sites and in shore-based locations and confirms our commitment towards health and safety.

Responsibility and accountability

The Chief Executive Officer is obliged to enact this policy under the directive of the Board of Directors

Management at all levels is obligated to secure the success of the Policy by ensuring the necessary resources are both supplied and readily available at all levels of the organization.

This policy applies to all Bower Offshore units and is to be displayed on all vessels and shore facilities under the management of Bower Offshore.



Karl-Johan Bakken
Chief Executive Officer