



# REM OFFSHORE CODE OF CONDUCT

## PURPOSE

Rem Offshore AS is committed to the values of fair competition, environmental protection, and positive social development. This Code of Conduct is principally designed to communicate our Company values to our employees, so that they may be a positive force within our day-to-day interactions, both internally and externally. In addition, this Code serves as a declaration to our clients, partners, suppliers and other business relations, indicating the Company's commitment to ethical and honourable business practices.

Rem Offshore AS has a reputation for honesty and integrity in its management practices and in all its business transactions. It is vital for the Company, and for each one of us, that we preserve this reputation and maintain this relationship of trust with all the individuals and companies with whom we have dealings.

The Code of Conduct is a resource for employees so that they may better understand not only company policies, values, and our individual rights, but also the means by which we can establish a positive workplace atmosphere, better relationships with our co-workers, and a more productive workday.

## SCOPE

This code of conduct applies to all directors, officers, and employees of Rem Offshore AS. It is designed to help us understand our ethical and legal obligations in handling the Company's business.

## THE POWER OF PRINCIPLES

Sustainability begins with a principles-based approach to doing business. Rem Offshore AS expressly recognizes the ten principles of the UN Global Compact (as listed below) and actively supports these fundamental principles in the areas of human rights, labour standards, environment standards, and the application of stringent ethical and moral business standards:



# REM OFFSHORE CODE OF CONDUCT

## HUMAN RIGHTS & LABOUR

- **Respect for human rights**

We respect and support the UN Universal Declaration of Human Rights and ensure we are not complicit in human rights abuses.

- **Occupational safety and health**

In compliance with applicable laws and regulations, we are committed to ensure our employees' occupational safety and health. All hazards and the resulting health risks encountered by the employees must be properly assessed, and necessary safeguard measures must be taken.

- **No child, forced, or compulsory labour**

We do not tolerate child labour, forced labour, or any other form of modern slavery.

- **No discrimination, bullying or harassment**

We treat all our employees with respect and dignity. No employee will be physically, psychologically, sexually, or verbally harassed or abused due to their gender, race, religion, age, family background, or origin.

- **Transparency of working hours and remuneration**

Our employees' working hours strictly comply with applicable laws.

- **Freedom of association and the right to collective bargaining**

We respect our employees' freedom of association and right to collective bargaining as stated in current applicable laws and the ILO conventions.



# REM OFFSHORE CODE OF CONDUCT

## ENVIRONMENTAL STANDARDS

- **Protection of the environment**

We have developed and implemented a concrete environmental policy and perform our business activities in compliance with all applicable laws and regulations regarding environmental protection.

- **Handling of hazardous materials**

When handling substances (materials, preparations, and products) that are classified as hazardous to the environment, we ensure that such substances are handled, transported, stored, recycled, and/or disposed safely.

- **Minimization of resource deployment, waste, and emissions**

We constantly strive to use resources more mindfully and responsibly and integrate this approach into our business operations and management. All sources of waste as well as emissions to air, water, and soil must be minimized, characterized and monitored.

## CORPORATE GOVERNANCE STANDARDS

- **Compliance with the law**

We comply with the laws and regulations of the countries in which we work.

We understand and adhere to the standards of business conduct relevant to our assignment, profession and position.

We support the use of international sanctions as a necessary tool to uphold global security, human rights, and the rule of law.

We stand with the international community in holding accountable those who violate these principles and advocate for peaceful, lawful resolutions. We have developed and implemented a concrete environmental policy and perform our business activities in compliance with all applicable laws and regulations regarding environmental protection.

- **Corruption and bribery**

We act against corruption and bribery and ensure that personal relationships do not interfere with business activities. We conduct our business in a fair and ethical manner, promoting healthy competition and protecting the interests of our customers and other stakeholders.



# REM OFFSHORE CODE OF CONDUCT

- **Money Laundering**

We acknowledge the importance of preventing money laundering and terrorist financing and shall use our best efforts to ensure that neither we, nor our clients or employees, engage in any related activities. We are committed to contributing to the stability, integrity, and continued development of a sound global financial system

- **Conflict of interest**

We do not engage in activities, hold or trade in assets that involve, or might appear to involve, a conflict between our personal interests and those of the company. Such conflicts of interest could compromise our ability to make correct business decisions

- **Fair Business**

Suppliers of the Company shall be selected based on objective criteria, including quality, reliability, price, utility, respect for human rights, and overall performance or service standards. The Company is committed to treating all suppliers fairly, justly, and honestly in all business dealings.

## WHISTLEBLOWING

In cases of suspected misconduct or an unethical behaviour, you are encouraged to report promptly, without fear of reprisal to "Designated Person Ashore" at [dpa@remoffshore.no](mailto:dpa@remoffshore.no). All whistleblower reports will be treated in strict confidence. Where possible, the identity of the whistleblower will be kept confidential unless disclosure is required by law or necessary for a thorough investigation.

## PERSONAL & COMPANY INFORMATION

We handle personal information responsibly. REM Offshore AS is firmly committed to protecting all personal information under its control or processed as part of its daily operations.

Public statements on behalf of the Company may only be made by authorized persons. Any requests for information concerning the Company from the media or government authorities shall be referred to senior management.

## CYBER SECURITY

"Electronic communications" include all forms of voice, video, and data communications, such as online meetings, telephone calls, mail, e-mail, fax, and Internet usage. Employees shall exercise due care when using electronic communications and comply with the REM Cyber Security Policy.

Employees shall not participate in online forums or social media discussions relating to the business activities of the Company, its customers, or its suppliers, unless specifically authorized to do so.



# REM OFFSHORE CODE OF CONDUCT

## OUR EXPECTATIONS

Rem Offshore AS commitment to OHSEQ means every employee, subcontractor, client and other third party shall:

- Pay due attention to workplace safety risks and take all necessary precautions to maintain a safe and healthy working environment
- Comply with the requirements of Rem integrated management system at work location
- Stop any work that becomes unsafe
- Only undertake work for which employees are trained, competent, medically fit and sufficiently rested and alert to carry out
- Help and ensure that those who work with you act consistently with our OHSEQ commitments
- Take a strong proactive role in promoting a safety culture
- Promptly report to Rem management any accident, injury, illness, unsafe or unhealthy condition, incident, spill or release of material to the environment, so that steps can be taken to correct, prevent or control those conditions immediately
- All our employees shall lead by example and conduct themselves in a fair and ethical manner.
- In Rem Offshore AS, personal responsibility means “doing the right thing”, even when nobody is watching. We shall always be honest, truthful and reliable.
- To ensure that our seafarers act, behave, and work in a certain disciplined manner, the code of conduct for merchant navy has been adopted within our integrated management system further to the requirements set out in this document
- Possession or use of drugs, alcohol or any substance prohibited by law is not tolerated while on duty or representing the Company. All employees, subcontractors and third party are made fully aware of the Company Drug and Alcohol Policy