

PEOPLE AND SAFETY



Green Ocean* aims to do no harm to people and to protect the environment. You should treat others fairly and with respect. Green Ocean* is an inclusive company. Discrimination and harassment are unacceptable.

HEALTH, SAFETY, SECURITY & THE ENVIRONMENT AND SOCIAL PERFORMANCE

To have a HSSE & SP record we can be proud of, we are committed to the goal of doing no harm to people and protecting the environment, services consistent with these aims. We aim to earn the confidence of customers, shareholders and society.

These aims and others are included in the Green Ocean* Commitment and Policy on HSSE & SP. Every Green Ocean* company is required to have a systematic approach to HSSE & SP management designed to ensure compliance with the law and to achieve continuous performance improvement. Each Green Ocean* company should set targets for HSSE & SP improvement and measure, appraise and report performance levels.

HSSE & SP improvement and measure, appraise and report performance levels. Green Ocean* companies must also ensure contractors and joint ventures under Green Ocean*'s operational control manage HSSE & SP in line with the Commitment and Policy.

To support the aims in the Commitment and Policy, the Green Ocean* HSSE & SP Control Framework is a single source for requirements for managing the impacts of our operations and projects on society and the environment.

Your Responsibility

You should understand the Commitment and Policy on HSSE & SP and the HSSE & SP Control Framework (As per ISO Standard)

EQUAL OPPORTUNITIES

Green Ocean* will ensure that its employment-related decisions are based on relevant qualifications/ experiences, merit, performance and other job-related factors. Green Ocean* **will not tolerate unlawful discrimination** relating to employment.

Your Responsibility

Respect everyone you deal with and behave fairly towards them according to Green Ocean's* core values. You should understand the value of diversity and never discriminate.

The Principles

- You should base hiring, evaluation, promotion, training, development, discipline, compensation and termination decisions on qualifications, merit, performance and business considerations only.
- Do not discriminate according to race, colour, religion, age, gender, sexual orientation, marital status, disability, ethnic origin or nationality.
- Be aware of local legislation and cultural factors that may impact decisions.

Challenge Yourself

- Are you being fair and respectful?
- Have you considered the other person's view?
- Are your personal feelings, prejudices or preferences influencing your decisions?

HARASSMENT

Green Ocean* will not tolerate harassment. Green Ocean* will not tolerate any action, conduct or behaviour which is humiliating, intimidating or hostile. You should be particularly sensitive to actions or behaviours that may be acceptable in one culture but not in another.

Your Responsibility

Treat others with respect and avoid situations that may be perceived as inappropriate. Challenge someone if you find their behaviour hostile, intimidating or humiliating. Harassment can result in disciplinary action and may lead to dismissal.

The Principles

- Do not physically or verbally intimidate or humiliate others.
- Never make inappropriate jokes or comments. If you are unsure whether something is inappropriate assume that it is.
- Never distribute or display offensive or derogatory material, including pictures.
- Don't be afraid to speak up and tell a person if you are upset by his or her actions or behaviour. Explain why and ask them to stop.

Challenge Yourself

- Have you behaved appropriately?
- Have you behaved in an embarrassing or threatening manner?
- Have you made inappropriate jokes or comments?
- Have you distributed or displayed potentially offensive material?

HUMAN RIGHTS

Green Ocean*'s approach to respecting human rights consists of several core elements, including adherence to corporate policies, compliance with applicable laws and regulations, regular dialogue and engagement with our stakeholders and contributing, directly or indirectly, to the general wellbeing of the communities within which we work.

Our commitments in this area are supported by the Green Ocean* General Business Principles, this Code of Conduct and relevant Group policies in such diverse areas as:

- Social Performance;
- Human Resources, including Diversity and Inclusiveness; and
- Contracting and Procurement.

We seek business partners and suppliers that observe standards similar to ours.

All employees must understand the human rights issues where they work and follow Green Ocean*'s commitments, standards and policies on this topic.

Your Responsibility

You should understand the human rights issues where you work and follow Green Ocean*'s commitments, standards and policies.