



Supplier Code of Conduct

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Introduction

This Supplier Code of Conduct defines the basic requirements placed on Blue Water's Suppliers concerning their responsibilities towards their stakeholders and the environment.

Blue Water gives preference to Suppliers who display commitment to the principles of UN Global Compact, and furthermore, Blue Water intends to work with Suppliers who are ISO 9001, 14001 and ISO 45001 certified or as a minimum are working according to similar principles.

In addition to this Supplier Code of Conduct, there may be job specific requirements and instructions which must be adhered to.

Legal Compliance

The Supplier must fully and at all times comply with all relevant laws, ordinances, tax requirements, rules, regulations in any applicable jurisdiction and apply for, obtain and maintain all necessary licenses, permits, approvals, insurances and other authorisations required in relation to the performance of the obligations towards Blue Water.

Confidentiality

All information regarding Blue Water and its customers shall be kept confidential and shall not be disclosed for any third parties unless disclosure is required by law or judicial process or such information is publicly known or obtained by Supplier without any breach of any confidentiality agreement. These requirements extend even after the conclusion of a Supplier's business relationship with Blue Water.



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Anti-corruption

Supplier shall never seek, accept, offer or give a bribe, facilitation payment, improper payment or improper benefit regardless of whether Supplier is dealing with a public or commercial partner.

Human & Labour Rights

Suppliers shall respect the internationally proclaimed human rights and address any adverse impacts which may be linked to their operations, products or services.

Humane treatment

Supplier shall respect the personal dignity and privacy of each individual and by no means expose the workers to harsh or inhumane treatment such as physical punishment, sexual harassment, verbal abuse or a threat of the same.

Forced labour

All work shall be voluntary and employees shall be free to leave upon reasonable notices.

Child labour

Workers shall be above the age of 15 (or 14 where local laws permit). Special attention should be given to the working conditions of workers below the age of 18.

Freedom of association

As far as legally possible, Supplier shall respect workers' rights to seek representation, associate freely and bargain collectively. Suppliers shall not discriminate against workers regardless of their affiliation to a labour union.

Non-discrimination

Suppliers shall respect diversity and treat employees equally regardless of gender, race, colour, religion, political belief, sexual orientation, national origin, social origin, age or disability and promote equal opportunities in regard to employment, dismissal, competence development, promotions and working conditions.

Wages and Working Hours

Suppliers shall respect legal requirements or agreements with labour unions regarding

- › working hours as well as planning of overtime
- › remuneration and compensation for overtime

Occupational Health & Safety

Suppliers must take responsibility for the health and safety of their employees to avoid occupational injury and illness.

- › Health and safety hazards shall be identified and controlled through appropriate mitigating and preventive measures.
- › All workers and drivers shall be provided with appropriate, well-maintained personal protective equipment.



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- › Supplier must minimise potential safety hazards through preventative maintenance and safe working procedures by appropriate safety training.
- › When requested, Supplier shall provide job specific risk assessment and method statement in English.
- › Supplier shall ensure emergency preparedness to be able to handle unexpected events in an effective manner and promptly report all relevant details on any health and safety accidents during performance of the work for Blue Water and the steps taken to prevent recurrence.

Environment Protection

Suppliers shall seek to reduce their negative impact on the environment by:

- › Focusing their efforts on minimising use of resources and preventing pollution from day-to-day business.
- › Influencing and motivating clients and Suppliers to give priority to environmentally friendly transport solutions.
- › Being at the forefront of environmental initiatives within the business and building up knowledge and applying environmentally friendly technologies whenever possible.
- › Ensuring emergency preparedness to be able to handle unexpected events in an effective manner and promptly report all relevant details on any environmental accidents during performance of the work for Blue Water and the steps taken to prevent recurrence.

Suppliers and business partners

Suppliers shall take reasonable measures to ensure that subcontractors or business partners who are acting on behalf of the company are informed about the above mentioned requirements and that they are expected to adhere to these.

Adherence to the Supplier Code of Conduct

In the event that the Supplier does not adhere to the standards in the Supplier Code of Conduct, the Supplier shall take prompt and reasonable action to address the issue of non-compliance.

Blue Water may use unannounced audits to assess the Supplier's compliance with the Supplier Code of Conduct. These may be carried out by Blue Water or an appointed third party. In the event of an audit, Supplier shall cooperate and provide access to all relevant sites, employees and documents.

Failing to comply with the standards as well as lack of action to address any non-compliances of this Code of Conduct may jeopardise Supplier's business relationship with Blue Water, up to and including termination.