



CODE OF CONDUCT

Deep C's Code of Conduct is intended to ensure that all employees, suppliers, business associates and other relevant stakeholders, respect fundamental human and labour rights and contribute to responsible use of resources that limits negative impact on the environment and climate.

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Introduction

Our Code of Conduct aims to ensure that all employees, suppliers, business associates and other relevant stakeholders, respect fundamental human and labour rights and contribute to responsible use of resources that limits negative impact on the environment and climate.

The Code of Conduct is based on international frameworks and conventions on fundamental principles and rights in the workplace and other similar guidelines for the environment and climate, including:

- [The Universal Declaration of Human Rights](#)
- [ILO Declaration on Fundamental Principles and Rights at Work](#)
- [The UN Guiding Principles \(UNGPs\) on Business and Human Rights](#)
- [OECD Guidelines for Multinational Enterprises on Responsible Business Conduct](#)
- [Sustainable Development Goals \(SDGs\)](#)

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Part 1 Internal company matters

1.1 Integrity and honesty

All employees and management must perform their duties with high integrity and personal accountability. False information, dishonesty or manipulation is not accepted.

1.2 Fair treatment

We are committed to treating all employees fairly and with respect. Discrimination based on race, gender, religion, age, sexual orientation, nationality or disability is not tolerated.

1.3 Freedom of Association

All employees have the right to join or establish trade unions of their own choosing and to engage in collective bargaining. The employer shall not interfere with, obstruct, or oppose union activities or collective negotiations.

1.4 Work environment and safety

We shall maintain a safe and healthy work environment.

All employees must follow the company's health and safety procedures and report hazardous conditions immediately.

1.5 Privacy

Personal information about employees must be managed with confidentiality and respect. Unauthorized access to or sharing of personal data is prohibited.

1.6 Anti-Corruption and prevention of money laundering

The company has zero tolerance for corruption and bribery. Employees must refrain from accepting or offering bribes or any other form of improper influence.

We are committed to preventing money laundering and the financing of terrorism within our operations. We comply with all applicable laws and regulations and implement appropriate measures to ensure that our transactions and customers are in accordance with legal requirements.

1.7 Personal relationships and conflicts of interest

Employees must avoid situations that might lead to conflicts between personal interests and the company's interests. Family ties or personal relationships with other employees, suppliers or clients must be reported to the immediate supervisor to avoid conflicts of interest.

1.8 Confidentiality and information management

Employees must treat all company information as confidential and not share inside information with unauthorized persons. All electronic data must be secured against unauthorized access and misuse.

1.9 Whistleblowing

Employees are encouraged to report any misconduct, such as violations of laws, regulations or internal guidelines without fear of retaliation. Whistleblowing channels must be available and secure, and anonymous reporting options should be offered.

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Part 2 Matters related to companies, suppliers and subcontractors

2.1 Responsible Procurement

We expect all suppliers to comply with our Code of Conduct and adhere to national legislation in the countries where they operate and where production occurs, as well as acting in accordance with internationally recognized conventions.

Where conventions, laws and regulations address the same issue, the strictest standard shall apply. This also applies in cases where our Code of Conduct is in conflict with national legislation.

Our Code of Conduct for suppliers sets minimum, not maximum, requirements.

If the supplier uses subcontractors to fulfil the contract, the supplier is responsible for extending these requirements throughout the supply chain.

We expect our suppliers to work systematically to comply with our Code of Conduct, which cover basic requirements for human and labour rights, the environment and anti-corruption.

Our suppliers must:

- Follow our Code of Conduct
- Upon request from Deep C, be able to document how they, and potential subcontractors, work to comply with Code of Conduct
- If the supplier, after several requests from Deep C, does not show willingness or ability to follow the guidelines, Deep C will reconsider further cooperation
- Conduct due diligence assessments in line with the OECDs Due Diligence Guidance for Responsible Business Conduct (OECD, 2018) and the UN Guiding Principles on Business and Human Rights (UNGP, 2011). This includes:
 - Conducting risk assessments to identify potential negative impacts on people, communities, environment and climate, and to stop, prevent and mitigate such impacts
 - Monitoring and evaluating the effectiveness of the measures taken
 - Communicating the measures taken to affected parties
 - If the supplier is responsible for the negative impact/damage, they are responsible for contributing to remediation
 - Showing willingness and ability to continuously improve for people, communities, and the environment through cooperation

2.2 Human rights

We expect all our suppliers and subcontractors to respect internationally recognized human rights, including those related to discrimination, brutal treatment, health and safety, wages, working hours and regular employment, etc.

Child labour and forced labour/slavery, or other human rights violations are not accepted.

2.3 Environmental Responsibility

We encourage suppliers to practice environmentally friendly production and use of resources.

Suppliers should strive to minimize negative environmental impact through efficient use of energy and recycling.



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2.4 Trade Union Membership and Collective Bargaining

Workers shall without exception have the right to join or establish trade union of their own choice and to bargain collectively. Employers shall not interfere with, hinder or oppose trade union membership or collective bargaining.

2.5 Anti-corruption

All forms of bribery are unacceptable, including the use of alternative channels to secure illegitimate private or work-related benefits to customers, agents, contractors, suppliers or their employees, as well as public officials.

Conclusion

Through this Code of Conduct, our employees and business associates commit to upholding the highest standards of ethical behaviour in all aspects of their business.

We expect all suppliers, subcontractors, consultants, advisors and other business partners to act in accordance with these guidelines to ensure safe, fair and sustainable practices.

23/4-25		DEEP C SOLUTIONS 4/s
Date	Signature	Name of Company / Supplier