

## 3. Code Of Business Conduct



### 3.1. Health, Safety, Security, Environment and Quality (“HSSEQ”)

We are committed to safeguarding the health, safety and security of people and assets, as well as minimizing the impact of our activities on local ecosystems and proactively protecting the environment.

We aim for excellence with no harm, no defects, and no leaks. We deliver high quality and reliable solutions with no defects and consider these to be fundamental to our ways of working and our drive for excellence. We strive for a workplace free of incidents to protect our most valuable asset, our people, and promote and support employees’ health and wellbeing as part of the ‘Care’ Value.

We demonstrate compliance with applicable laws and regulations concerning health, safety, security, environmental impact.

We deliver quality products and services meeting regulatory requirements and applicable specifications and requirements imposed by relevant stakeholders.

We intervene and stop any job at any time if we consider the conditions or the behaviors are unsafe.

*We follow our Life Saving Rules, work safely and protect ourselves, our colleagues, the community, and the environment.*

*We follow our Quality Rules, aiming to ensure and secure excellent quality work output and actively pursue opportunities for improvement through learning from our performance.*



### 3.2. Equal Opportunity, Diversity, and Mutual Respect

We provide equal opportunity for all and do not tolerate discrimination of any kind, including race, color, ethnic background, nationality, social origin, religion, age, gender, sexual orientation, disability, medical history, political affiliation, or any other status whether protected or not by applicable law.

We recruit, hire, employ, remunerate, treat and promote people solely based on their merit, qualifications and competencies for the job.

We do not accept any action or behavior which is or can be perceived as humiliating, intimidating or hostile, such as any form of (sexual) harassment, physical abuse, retaliation, discrimination, or bullying.

*We cultivate an inclusive environment where we foster a culture of respect, integrity, and continuous improvement, and treat all colleagues, third parties and other stakeholders accordingly.*



### 3.3. Human Rights

We uphold human rights and do not cause, tolerate or contribute to violation(s) of human rights in any way, in accordance with the *United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Declaration on Fundamental Principles and Rights at Work* and the core conventions of the International Labor Organization, as well as the *OECD Guidelines for Multinational Enterprises and Global Framework Agreement* or other internationally recognized agreements and instruments related to respect of human rights.

We do not tolerate any form of forced labor or compulsory labor, trafficking in human beings and child labor and pursue fair and equal labor practices and prevent any form of modern slavery.

We ensure that actual and potential adverse human rights impacts are identified and that measures are taken to prevent, mitigate or, if required, remediate these impacts.

*We treat individuals with dignity, respect and care and uphold human rights and ensure that, when using third parties, they are aware of our commitments and address and report any potential or actual adverse human rights impacts.*



### 3.4. Sustainability

Environmental, Social, and Governance (ESG) topics are at the core of SBM Offshore's business.

Sustainability is an integral part of our strategy, and we leverage the UN Sustainable Development Goals (SDGs) framework and other similar relevant guidelines to steer on positive impact through global and local initiatives.

We focus on the Blue Economy and recognize the critical importance of developing low-carbon solutions to support Energy Transition and address the global climate challenge.

We are committed to support the Corporate Sustainability Reporting Directive (CSRD) requirements and to align with the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises (MNE) and other similar relevant guidelines.

*We conduct our business operations in ways that are socially, environmentally, and economically responsible. We actively contribute to this ambition.*