

Human Rights Policy

Objective

Aker Solutions shall respect human and labor rights

Commitment

- We shall support and respect internationally proclaimed human and labor rights, as defined by the International Bill of Rights and the International Labor Organization Fundamental Conventions
- We shall actively undertake ongoing Human Rights Due Diligence in line with the UN Guiding Principles for Business and Human Rights with particular focus on our salient human rights issues, which can be found on our website and internal operating system
- We shall have a zero-tolerance approach to modern slavery and human trafficking and shall not use child labor or tolerate working conditions that are in conflict with international laws and practice
- We shall be prepared to say no to business opportunities that risk infringing on human or labor rights rather than risk negatively impacting people
- We shall operate in accordance with the principles set out in this policy and our Code of Conduct. This includes all conducting business on behalf of Aker Solutions
- We shall ensure our employees, suppliers, clients and partners are aware of this policy
- We shall provide human rights training to our employees to enable them to act in accordance with this policy in their daily work
- We shall provide the right level of resources to ensure that this policy is implemented appropriately

Behavior

- We take personal responsibility for ensuring we do not cause or contribute to the infringement or circumvention of human and labor rights
- We respect the personal dignity, privacy, and rights of each individual we interact with at work and through our value chain
- We are transparent in our human rights efforts, and we all have a responsibility and a duty to report concerns and breaches either directly to line management or through our whistleblowing channel
- We expect our human rights principles to be complied with throughout our value chain, including suppliers, business partners and clients

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Chief Executive Officer

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