



Supplier Code of Conduct

Release Date:
17 April 2019

Issue No:
2



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1. Mission

Gardline's mission is to be best in class provider of geophysical, geotechnical and environmental surveys and related marine services to the offshore wind, oil and gas industry.

The company is committed to excellent profitability and value creation for its shareholders. Gardline wants to be an attractive employer, the client's first choice and to act responsibly in the countries where it operates. Gardline complies with internationally agreed conventions, where and insofar as these supersede applicable legislation and regulations in its countries of operation.

Gardline sets the same requirements for its suppliers of products and services as it does for itself. Gardline wants to do business with suppliers who act with responsibility and integrity.

The Supplier Code of Conduct is an integral part of the agreement between the supplier and the relevant Gardline group company.

For the purposes of this Supplier Code of Conduct "supplier" is defined as: a supplier of goods and services.

The Supplier Code of Conduct focuses on the following principal areas:

- society;
- environment;
- employees;
- quality;
- clients;
- suppliers.

2. Your Responsibility Towards Society

Society provides Gardline with the social and physical infrastructure it needs to do business. As a supplier of Gardline you will therefore:

- also seek to provide sustainable all-round solutions for infrastructural and maritime challenges in the maritime, coastal and delta regions of the world;
- comply with the internationally agreed conventions and the applicable legislation and regulations in your countries of operation;
- not do business in countries subject to international and relevant national embargoes and follow the laws and regulations concerning export control for military and dual-use goods and services;
- respect human rights as set out in the United Nations Universal Declaration of Human Rights;
- endorse the principles of UN Global Compact and the OECD guidelines for multinational enterprises;
- not offer, pay, request or accept bribes or any other favors for the purpose of acquiring or bestowing any improper business, financial or personal advantages;
- not undertake commercial activities in countries where it is made impossible for you to adhere to this Supplier Code of Conduct;
- operate in fair competition by complying with relevant competition laws;
- respect intellectual property rights.

3. Your Responsibility Towards the Environment

As a supplier of Gardline you seek to:

- comply with the applicable environmental statutory rules and regulations and, where possible, do more than strictly required;
- pursue a policy aimed at preventing or limiting, as much as possible, soil, water and air pollution, noise pollution, the production of waste products and the use of hazardous materials;
- ensure the separate collection and processing of waste, and efficient use of water and energy;
- translate the policy into clear practical guidelines and see to the practical implementation of both policy and guidelines;
- encourage environmental awareness and motivation amongst your employees and others working on your behalf in such a way that protection of the environment, whilst primarily the responsibility of the management, becomes a priority for everyone;
- optimize your environmental management system with the aim of achieving continuous improvement in your environmental performance.

4. Your Responsibility Towards Employees

All over the world employees devote a considerable amount of their time, knowledge and expertise to Gardline and its suppliers. It is therefore your responsibility as a supplier of Gardline to:

- comply with applicable national and international employment laws and standards, including the conventions of the International Labour Organization;
- pursue a personnel policy that makes the best possible use of each person's skills and encourages personal development;
- offer good and competitive terms of employment, and healthy and safe working conditions;
- promote and improve safety on the work floor in line with our safety program, NINA (No Injuries, No Accidents);
- prevent undesirable conduct such as discrimination, intimidation and abuse of authority;
- see to open and clear communication;
- be open to suggestions, ideas and criticism;
- prevent, insofar as is possible, issues of conscience in the performance of duties and, where such issues arise, find proper solutions;
- create a climate in which employees are encouraged to put this Supplier Code of Conduct into practice;
- improve health and safety levels within your organization.

5. Your Responsibility with Regard to Quality

Gardline strives to operate at the highest quality level. As a supplier of Gardline you will therefore seek to:

- ensure the implementation of and compliance with the quality regulations and codes;
- employ qualified staff;
- ensure that your fleet, where applicable, adheres to the International Safety Management Code;
- optimize your quality management system with the aim of achieving continuous improvement in our business processes

6. Your Responsibility Towards Gardline

As a supplier of Gardline you seek to:

- provide advice on and/or supply high-quality services and products which are as sustainable as possible;
- execute our contracts in accordance with the highest standards;
- offer a competitive market price;
- meet agreed deadlines;
- provide support in the development and design of projects;
- provide accurate and timely information.

7. Your Responsibility Towards Suppliers

Suppliers provide you and Gardline with the products and services subsequently used by Gardline. As a supplier of Gardline you will therefore seek to:

- select suppliers based on generally accepted market principles and the provisions of the Supplier Code of Conduct;
- provide advice on and/or supply high-quality services and products which are as sustainable as possible;
- pay competitive market prices and make reasonable demands;
- maintain long-term, stable relationships in exchange for value, quality, competitiveness and reliability;
- pay suppliers on time in accordance with the agreements made;
- demonstrate reliability in all your activities.

8. Dilemmas

Due to the highly demanding and complex climate in which Gardline and you as a supplier of Gardline conduct business the aforementioned rules may at times conflict with one another. Whilst this can cause dilemmas, these shall be resolved within the applicable legal provisions.

9. Audit

Gardline is entitled to conduct an audit of the supplier in order to verify adherence to the Supplier Code of Conduct.

If Gardline is of the opinion that a supplier is failing to comply with the material provisions of this Supplier Code.