

OLYMPIC SUPPLIER DECLARATION

This document may serve as an addendum to a contract between a Supplier and Olympic or be signed as a standalone legally binding document.

Introduction

This Supplier Declaration sets out mandatory ethical, legal, and sustainability standards for all suppliers (“Suppliers”) conducting business with Olympic. It applies whether incorporated into a contract or signed as a standalone legally binding document. Where discrepancies arise, the stricter requirement shall prevail.

Suppliers shall conduct business in line with internationally recognised standards, including:

- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- UN Guiding Principles on Business and Human Rights
- ILO Fundamental Conventions
- UN Global Compact Ten Principles

Suppliers shall comply with all applicable laws and conduct ongoing, risk-based due diligence, proportionate to their size, sector, geography, and operations, to identify, prevent, mitigate, and account for adverse impacts on human rights, labour rights, environment, and business integrity. Where risks cannot be addressed simultaneously, the most severe impacts shall be prioritised.

Suppliers shall ensure equivalent standards across their supply chain and provide relevant documentation upon request. Non-compliance may result in corrective actions or contractual remedies, including termination.

Commitment to Human Rights and Labour rights

Suppliers shall respect all internationally recognized human rights and comply with relevant legislation, including the Norwegian Transparency Act and the UK Modern Slavery Act.

Suppliers are expected to:

- Maintain a public policy commitment to respect human and labour rights.
- Conduct human rights due diligence across their operations and value chains.

- Establish processes to remediate adverse impacts they cause, contribute to, or are linked to.

Suppliers shall as a minimum:

- Prohibit forced labour and modern slavery (ILO No. 29).
- Prohibit child labour and protect young workers (ILO No. 138 and 182).
- Ensure non-discrimination and equal opportunity (ILO No. 100 and 111).
- Support freedom of association and collective bargaining (ILO No. 87 and 98).
- Provide fair wages and working hours aligned with national regulations.
- Ensure safe and healthy working conditions (ILO No. 155)
- Prohibit harassment, violence, and abusive or degrading treatment in the workplace.
- Ensure employment relationships are based on lawful and transparent contracts
- Take additional measures to safeguard vulnerable groups, including Indigenous peoples, women, marginalized communities, and migrant workers.

Environmental Responsibility

Suppliers shall minimise environmental impacts and manage environmental risks based on materiality, scale, and risk profile. Appropriate environmental management practices shall be maintained to prevent and mitigate harm.

High-risk suppliers (e.g. shipyards, manufacturers, chemical suppliers) may be subject to enhanced environmental documentation requirements.

Expectations include:

- **Climate Action:** Reduce greenhouse gas emissions and improve energy efficiency. Larger suppliers must provide annual emission data of products and/or services delivered upon request.
- **Biodiversity & Ecosystems:** Prevent biodiversity loss, deforestation, and ecosystem degradation.
- **Pollution Prevention:** Minimize emissions to air, water, and soil, reduce noise and adopt clean production processes.
- **Microplastics:** Minimize use and release of microplastics.
- **Circular Economy & Waste Management:** Reduce waste and promote reuse, remanufacturing, and recycling.
- **Water & Resource Efficiency:** Optimize water use, improve wastewater treatment, and source raw materials responsibly.

- **Animal welfare:** Where relevant, ensure that animal-derived materials are sourced responsibly and in accordance with recognised animal welfare standards.

Suppliers must be able to provide documentation of relevant policies, goals, and actions on relevant environmental topics.

Business Integrity and Anti-Corruption

Suppliers must uphold the highest standards of integrity and comply with all applicable anti-corruption, competition, tax, and data protection laws.

Suppliers shall comply with all applicable laws and regulations related to anti-money laundering and shall take active and appropriate measures to ensure that their financial transactions are not used, directly or indirectly, for money laundering or related illegal activities.

Suppliers shall:

- Prohibit bribery, fraud, extortion, and facilitation payments.
- Refrain from offering inappropriate gifts or hospitality to Olympic employees or related parties.
- Avoid and disclose any actual or perceived conflicts of interest.
- Ensure ethical interactions with public officials.
- Ensure responsible lobbying and transparent business practices.
- Avoid anticompetitive conduct such as pricefixing or bid manipulation.
- Refrain from aggressive tax avoidance schemes and ensure accurate and transparent financial reporting.
- Protect personal data in accordance with applicable data protection and IT security laws.
- Ensure that relevant employees receive regular training on anti-corruption and business integrity.
- Apply appropriate integrity controls and due diligence to agents, intermediaries, and other third parties acting on the Supplier's behalf.
- Ensure integrity and anti-corruption clauses are flowed down to agents and subcontractors.
- Comply with all applicable sanctions and export control laws and shall not engage, directly or indirectly, with any sanctioned or restricted party under UN, EU, US (OFAC), UK, or other relevant national regulations. The Supplier shall promptly notify Olympic of any sanctions-related risk or status change.

Science, Technology & Innovation – Responsible Tech Use

Suppliers shall ensure that the use of technology, digital systems, and operational technology does not undermine human rights, safety, security, or environmental protection, and shall manage relevant cyber and operational risks where applicable.

Ensure that any AI, automation, or digital systems used in the provision of products or services are safe, transparent, and comply with relevant laws and industry standards.

Compliance, Monitoring and Grievance Mechanisms

Suppliers must:

- Regularly assess and improve their responsible business practices.
- Maintain accessible and confidential grievance mechanisms for workers and stakeholders. Grievance mechanisms shall be legitimate, accessible, predictable, and protect against retaliation.
- Ensure that grievances may be raised directly with Olympic where appropriate.
- Cooperate fully with assessments carried out by Olympic or its representatives.

Right to audit

Olympic, or a third party appointed by Olympic, may conduct audits of Supplier operations, subcontractors, and documentation relevant to this Declaration. The Supplier shall provide access to premises, personnel, and records upon reasonable notice, or immediately in cases of suspected severe breach.

Disclosure & Transparency – Serious Incident Notification

The Supplier shall promptly notify Olympic of any serious incidents or material breaches related to human rights, labour conditions, health and safety, environment, corruption, or business integrity.

Implementation and Accountability

The Supplier warrants that all information provided to Olympic is accurate, complete, and not misleading.

In cases of findings, Olympic may require corrective actions within defined timelines. If the breach is severe, Olympic may:

- Suspend orders
- Withhold payments

- Terminate the contract with immediate effect
- Exclude the Supplier from future tenders
- Report the breach to relevant authorities

Suppliers must ensure that their employees and business partners understand and comply with this Declaration.

By signing this Declaration, the Supplier confirms that these obligations are legally binding and enforceable.