

# CODE OF CONDUCT

## PURPOSE

GOT Global Ocean Technology delivers services and solutions within marine, offshore, electrical, engineering, and renewable energy sectors. We operate a global supply chain and are expanding into the defense sector. Our activities impact people, communities, and the environment.

The purpose of this Code of Conduct is to ensure that all employees, leaders, board members, suppliers, and partners within the Group act with integrity, respect, and accountability.

Ethics and trust are the foundation of our success.

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# GOT VALUES

Our values form the foundation for how we work, deliver and act as employees and colleagues at GOT. They guide our decisions, collaboration, and the way we represent the company, both internally and externally.

## **We put SAFETY first**

Safety is our highest priority. We work systematically to prevent risk and create secure conditions for people, systems, and deliveries. We take responsibility for our own actions and follow established procedures and requirements.

## **We are a RELIABLE partner**

We deliver on our promises. We act professionally, transparently, and with high integrity in all deliveries and relationships. Being a reliable partner means being predictable, precise, and solution-oriented, even when circumstances change.

## **We are COLLABORATIVE**

We stand together as one group. The companies within GOT work closely together, share expertise, and leverage each other's strengths to deliver integrated solutions to our customers. We bring out the best in each other across companies, business areas, professional environments, and teams. We share knowledge actively, are curious about each other's perspectives, and continuously seek improvement. We collaborate closely with customers and other suppliers in projects to develop and deliver lasting value.

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## 2.0 SCOPE

- This Code applies to all employees in the GOT Group (GOT Marine, GOT Safe Yards, GOT Vinje Industri, GOT Windport).
- It also applies to suppliers, subcontractors, consultants, and partners representing us.
- We expect business partners to share our principles for ethics, sustainability, and responsible business conduct.

## 3.0 CORE PRINCIPLES

- Legal compliance and integrity: We comply with all laws, regulations, and relevant international conventions.
- Openness and reporting: We encourage open dialogue and have zero tolerance for retaliation against whistleblowers. Concerns must be reported through established channels.
- Respect and inclusion: We treat everyone with dignity and respect, without discrimination on the basis of gender, age, ethnicity, religion, nationality, disability, or orientation.
- GOT is a drug-free workplace, and no one may be under the influence of alcohol or other intoxicants while working for GOT. At appropriate social events, alcohol may be served in moderation.

## 4.0 ETHICAL GUIDELINES IN PRACTICE

### 4.1 Health, Safety, and Environment (HSE)

- Safety always comes first.
- We work systematically to prevent accidents, injuries, and occupational illness.
- Everyone is responsible for contributing to a safe workplace and intervening if unsafe conditions occur.

### 4.2 Anti-Corruption, Gifts, and Conflicts of Interest

- We have zero tolerance for corruption, bribery, money laundering, or unlawful market conduct.
- Gifts or hospitality must never influence—or appear to influence—business decisions.
- Any personal or financial interests that could conflict with GOT's interests must be disclosed.

### 4.3 Human Rights and Working Conditions

- We respect the UN Universal Declaration of Human Rights.
- We do not accept child labor, forced labor, or exploitation.
- We ensure fair working conditions, wages in line with agreements, and the right to unionize.

#### **4.4 Environment and Sustainability**

- We aim to reduce our environmental footprint and comply with applicable environmental standards.
- We support the development and use of sustainable and environmentally friendly solutions.
- Climate and nature considerations are integral to our projects.

#### **4.5 Data Security and Confidentiality**

- We protect sensitive information concerning employees, customers, partners, and projects.
- Confidentiality obligations remain in force after employment ends.
- We comply with cybersecurity requirements, including defense-related sensitivities.

#### **4.6 Supply Chain**

- We require suppliers and subcontractors to adhere to our ethical principles.
- We conduct due diligence and follow up on critical suppliers.
- We comply with transparency legislation and report openly on human rights and working

## 5.0 BUSINESS PRACTICES

### 5.1 Quality and Customer Trust

- We deliver in accordance with contract, quality, and customer expectations.
- We handle complaints and deviations constructively for continuous improvement.

### 5.2 Fair Competition

- We compete fairly and comply with applicable competition law.
- We do not engage in illegal price cooperation, cartels, or market sharing.

### 5.3 Transparency in Reporting

- All financial reporting shall be accurate, complete, and in accordance with applicable accounting standards.
- Errors or false information will not be accepted.

## 6.0 WHISTLEBLOWING AND RESPONSIBILITY

- Employees who become aware of misconduct have both the right and the duty to report it.
- Reports may be made to the immediate manager, group management, HR, or via the group's dedicated whistleblowing channel.
- All reports are handled confidentially.
- Violations of the guidelines may result in disciplinary action, dismissal, or legal consequences.

## 7.0 CONCLUSION

We build GOT Global Ocean Technology on trust, integrity, and safety. By following this Code of Conduct, we protect employees, customers, communities, and the environment, and ensure sustainable growth for the Group.

All employees and business partners are expected to familiarize themselves with and comply with this Code of Conduct.