

Human Rights Policy

Principles for the company's work to ensure basic human rights and decent working conditions.

Purpose

BOA wants to contribute to a sustainable and responsible business and, in this connection, recognizes the importance of acting in accordance with basic labor and human rights. This document contains guidelines and principles which the company and its subsidiaries (the "Portfolio Group"), as defined below, are obliged to follow. The document expresses a minimum standard and is not an obstacle to a practice that gives better rights.

The portfolio group consists of Boa Offshore AS with all subsidiaries.

Commitments

The portfolio group undertakes to act in accordance with internationally recognized basic human rights according to the UN Convention on Economic, Social and Cultural Rights, the UN Convention on Civil and Political Rights and the ILO's core conventions on fundamental rights and principles in working life. The company further undertakes to comply with the UN's guiding principles for business and human rights and the OECD's guidelines for multinational companies in this area.

In this connection, reference is made to the company's own ethical guidelines "Code of Conduct".

The company expects suppliers and other business partners to comply with corresponding standards, and will follow up on this as necessary. In this connection, reference is made to the company's own ethical guidelines for suppliers and business partners "Supplier Code of Conduct".

Furthermore, we undertake to continuously try to strengthen and further develop our work in the field of human rights.

Implementation

The principles that follow from this document must be implemented in all parts of the business. Further guidance can be found in our ethical guidelines, as well as guidelines for carrying out due diligence assessments.

This document and its content must be known and actively communicated internally and externally to employees, suppliers, business associates and other business partners. As part of the company's work to promote transparency and respect for basic employee- and human rights, the document must be published on the company's website and on relevant internal channels.

As described in more detail in our guidelines for carrying out due diligence assessments, the company must continuously carry out due diligence assessments for human rights and decent working conditions in accordance with the OECD's guidelines for multinational companies. This involves assessing the risk of violations of decent working conditions and human rights, as well as introducing measures to stop, prevent or reduce such potential or actual negative impact. The company must also have an effective notification system that can be used by its own employees, suppliers, and business partners for violations of human rights and decent working conditions that the company is obliged to comply with. Reporting of violations or suspected violations of BOA's internal guidelines, Code of Conduct or laws and regulations must be sent to whistleblower@boa.no.

In its work, the company will pay particular attention to the following areas: Procurement from the shipyard industry, and hired labor from abroad.

All employees must complete the necessary training to be able to act in accordance with the principles and guidelines that follow from this document. The employer is responsible for offering necessary training to employees.

The **CEO** is responsible for the implementation of the guidelines and principles that follow from this document, including follow-up and reporting in the event of a breach.

The **HSEQ Manager** is responsible for updating this document, so that it reflects the company's guidelines and principles for the work and always ensures basic human rights and decent working conditions



CEO

Boa Management AS

No references

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