



**K. LUND OFFSHORE
& MASKIN K. LUND**

Corporate Social Responsibility

Policy Document

03.01.2023



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Introduction

This policy document is valid for K. Lund Offshore AS and Maskin K. Lund AS.

Maskin K. Lund is wholly owned by K. Lund Offshore and abide by the same set of standards as the parent company.

For the scope of this document both companies will be referred collectively as, Company.

Company has a customer-centric business model; Ability to Adapt and Change while aiming for Continuous Improvement are vital for the Company's competitiveness, viability, and sustainability. Company aims to be a responsible business actor in local and international landscape.

To meet these standards, the company has implemented this Corporate Social Responsibility (CSR) policy. The policy is made of up of following

- Core Values and Attitudes
- Code of conduct – Internal Stakeholders
- Code of conduct – External Stakeholders.
- Our Commitment

Core Values and Attitudes



Company's Core Values defines of Who We Are? And What We Aim to be?

These core values are

- Reliability
- Humbleness
- Solution-oriented
- Cooperation

These Core Values enables us to have a behavior that improve our Customer-focused mindset and accelerate Continuous Improvement processes, ensuring our ability to Adapt and Change while ensuring sustainable and responsible conduct.

This aim of our Values & Attitudes is continuously move forward, bringing the good culture with us and aspirations for the future.

Message from General Manager



The Corporate Social Responsibility policy document is an important policy in our companies. Employees, customers, and other stakeholders shall be confident that we aim to have the highest standards possible when it comes to a sustainable and responsible business conduct.

It is for same reason equally important that all employees and customers adhere to the codes of conduct.

Best regards,
Arne Joa

Code of Conduct – Internal Stakeholders

The Code of Conduct set guidelines and requirements for compliance for Company's Internal Stakeholders. This include our Employees both full-time/ part-time and Consultants who takes project-based roles for the Company for specific assignments.

In addition, this Code of Conduct represents our commitment to National and International guidelines and frameworks for sustainable and responsible business conduct.

Code of Conduct – External Stakeholders

Company aim to cooperate closely with our External Stakeholders within the supply chain. For this purpose, Company have set out guidelines and requirements based on National and International regulations and frameworks. These External Stakeholders include, Suppliers (including, sub-suppliers), Client, Business partners and other relevant parties that are part of Company's supply chain. Accordingly, we have prepared this Code of Conduct to illustrate our expectations towards them.

The code of conduct covers human rights, workers' rights, the environment, and guidelines about anti-bribery and corruption.

Our Commitment

Our commitment towards our Stakeholders both internal and external is characterized by honest and fairness. We are guided by our Core Values and Code of Conducts.

In addition, to that we have implemented the following actions to reiterate our commitment towards a responsible and sustainable business conduct.

- **Anti-bribery.** Company is committed towards Anti-bribery practices. And strongly disapprove any activity which could jeopardize this commitment.
- **Certified QA and HSE management system.** We have an established management system with strong focus on non-conformance treatment and continuous improvement.
- **Internship program.** We have a long tradition of hiring apprentices and providing them necessary tools to excel both personally and professionally. Over the years, some of them have taken on integral role in the Company's operations.
- **Sustainability Goals.** Company is committed to be a responsible and sustainable business actor locally and eventually be able to bring a positive change in the global landscape. For this purpose, we have established UN Sustainability Goals in our business practices. We are committed to do our bit in achieving these Goals.

True to our Core Values, company aims to continuously improve while staying Reliable and Humble, while ensuring that we always find sustainable Solutions in Cooperation with all our stakeholders.