

## **Business Practice Policy**

Spec Partners' goal is to carry out its business in an ethical way. To achieve this, Spec Partners will operate and require its subcontractors to operate based on the following:

- Compliance with applicable laws and regulations in the countries of operation
- Refraining from improper and illegal business practices including corruption.
- Compliance with anti corruption legislation in UK and Norway and other applicable jurisdictions.
- Respect for human rights
- No discrimination based on gender, religion, ethnic background and protection from harassment
- Respect for workers' rights and zero tolerance for child labour or forced labour
- Alcohol and drugs policies in line with good industry practice
- Protection of the safety of employees, contractors and third parties
- Protection of the environment
- Assuring performance of work according to recognized quality standards

All Spec Partners personnel as well as project partners and subcontractor play an instrumental role in achieving conduct of business according to these guidelines.

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