

Human Rights Policy

Objective

Aker Solutions shall respect human and labor rights

Commitment

- We shall support and respect internationally proclaimed human and labor rights, as defined by the International Bill of Rights and the International Labor Organization (ILO) Fundamental Conventions
- We, and all those conducting business on behalf of Aker Solutions, shall operate in accordance with the principles set out in this policy and our Code of Conduct
- We shall actively undertake ongoing Human Rights Due Diligence in line with the UN Guiding Principles for Business and Human Rights and the OECD Guidelines for Multinational Enterprises and commit to the Voluntary Principles on Security and Human Rights with particular focus on our salient human rights issues
- We shall ensure our employees and suppliers are aware of this policy and provide human rights training to our employees to enable them to act in accordance with this policy in their daily work
- We have a zero-tolerance approach to modern slavery and human trafficking and shall not use child labor or tolerate working conditions that are in conflict with international laws and practice
- We shall work to improve the conditions connected to business opportunities that risk infringing on human or labor rights

Behavior

- We take personal responsibility for ensuring we do not cause or contribute to the infringement or circumvention of human and labor rights and will have processes in place to monitor our compliance with internationally proclaimed human rights and the human rights standards we have committed to follow
- We respect the personal dignity, privacy and rights of each individual we interact with at work and through our value chain and will be particularly attentive to the human rights of women, children, migrant workers and indigenous people
- We shall monitor and be transparent with our human rights efforts, and we all have a responsibility and a duty to report concerns and breaches either directly to line management or through our whistleblowing channel
- We expect our human rights principles to be complied with throughout our value chain, including suppliers, business partners and clients, and will make this policy available to relevant partners and stakeholders where necessary
- We will provide for or cooperate in the remediation of adverse impacts that we cause or contribute to
- We learn from incidents to continuously improve our processes and performance

Owned by



Guro Rausand
EVP Safeguarding

Approved by



Kjetel Digre
Chief Executive Officer

