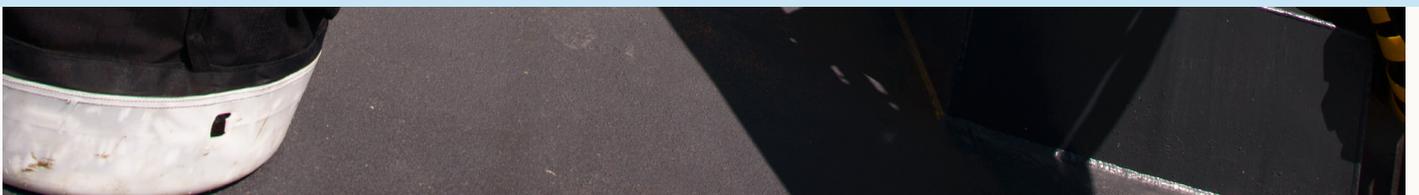




Sustainable Purchasing Policy

PART OF THE
NORTHERN
OFFSHORE
GROUP //







Purpose

Northern Offshore Services (N-O-S) is committed to conducting all purchasing activities in a transparent, ethical, and sustainable manner. This Sustainable Purchasing Policy ensures responsible procurement practices that minimise environmental impact, uphold social responsibility, and maintain compliance with laws and regulations.

This policy integrates UN Sustainable Development and incorporates environmental and social factors into the N-O-S procurement process to support a sustainable future.

Scope

This policy applies to Northern Offshore Services AB, Northern Offshore Services A/S and Northern Offshore Services Ltd. It covers the purchase of goods, services, and materials. We will collaborate with customers, suppliers, and third-party contractors to ensure the effectiveness of this policy. This policy is aligned with Northern Offshore Services' Code of Conduct.

Impacts, risks and opportunities

This policy is based on environmental-related impacts, risks and opportunities (IROs) identified in N-O-S double materiality assessment (DMA) from both materiality and financial perspectives.

The most important IROs from the DMA are:

- Climate change
- Responsible supply chain



Our Commitment

Environmental Responsibility

N-O-S requires all suppliers and service providers to comply with local and international environmental laws and regulations.

N-O-S actively cooperates with suppliers to prioritise materials and products that minimise negative environmental impacts. This includes sourcing recycled and renewable materials, promoting the circular economy principles through planned maintenance of vessels.

N-O-S actively collaborate with suppliers to reduce greenhouse gas emissions across operations and supply chains. Suppliers are encouraged to set commitments for emission reductions.

Social Responsibility

N-O-S requires all suppliers and service providers to comply with applicable local and international labour laws, including those established by the International Labour Organization (ILO).

N-O-S requires all suppliers and service providers to provide safe, healthy, and fair working conditions for all employees. This includes respecting human rights, prohibiting child labour, forced labour, discrimination, ensuring fair wages, reasonable working hours, and a secure work environment.

N-O-S encourages suppliers to actively engage and support local communities to minimise negative social impacts and contribute to local development and economy.

Ethical Conduct

N-O-S expects all suppliers and service providers to comply with the Northern Offshore Services Code of Conduct, which sets clear expectations regarding environmental practices, labour standards, and ethical business conduct.

If suppliers or service providers fail to meet this policy's requirements, N-O-S is open-minded to work together to identify solutions and implement corrective measures. This may include developing joint remediation plans, providing guidance for improvement, and, only as a last resort, considering termination of the business relationship.





Targets and fulfilment

The target for this environmental policy is published in the annual Business plan, the fulfilment of the targets is presented at the Management System starting page, at the monthly meetings, crew letters and in the annual Sustainability report.

N-O-S targets connected to Sustainable Purchasing Policy:

- 100% of our suppliers have accepted the N-O-S Code of Conduct.
- 100% of N-O-S employees will have passed the annual education in the N-O-S Code of Conduct and Compliance e-learning.
- N-O-S shall conduct annual supplier audits according to plan, and at least two of the audits shall be on-site visits.

Allocation and responsibility

Department managers are responsible for implementing the policy, ensuring that all processes are aligned with this statement. All employees are responsible for understanding and following this policy in their daily work

Policy Review

The ESG Strategist is responsible for overseeing and updating the policy annually.

Speaking up

At the Northern Offshore Services website, there is a whistleblower link for anonymous reporting of non-conformities that is in compliance with N-O-S policies.

Supporting documents

N-O-G Code of Conduct
N-O-S Environmental Policy

Northern Offshore Services

A handwritten signature in blue ink, appearing to read 'Elin Kristensson', is positioned above the name and title.

Elin Kristensson
Managing Director