

# Anti-corruption

The DOF Group is opposed to corruption in all forms, and promotes the highest level of integrity, ethical behaviour, and accountability.

Working globally is complex. The Group operates across geographical borders, under different regional and international legislation, dependent on a vessel's flag state, country of operation, and type of operation. Corruption will not be tolerated by any entity, employee, or contractor working on behalf of the Group.

## The DOF Group shall:

- Foster a culture of corporate compliance, ethical behaviour, and good corporate governance;
- Manage anti-corruption as part of a strict compliance program by having distinct anti-corruption measures in place including company policies, the DOF Group Code of Business Conduct, the DOF Workbook, and mandatory business ethics e-learning;
- Maintain additional mechanisms for compliance, including the Group's contractual obligations with clients, vendors and potential suppliers, specifically Global Contracting Terms and Conditions, a robust supplier evaluations process, and risk assessments;
- Dismiss personnel engaged in corruption;
- Terminate business relations with third parties engaged in corruption.

## DOF entities, employees, and contractors are prohibited from:

- Accepting or giving a bribe, kickback, facilitation payment, or other improper payment for any reason;
- Giving, offering, or accepting a gift or entertainment, either directly or indirectly, that may appear to influence a business decision, impact services purchased or rendered, compromise independent judgment, or violate the law;
- Dishonest or unethical conduct to acquire either personal benefit or benefit for the Group.

## Responsibility and application

**The Chief Executive Officer of the DOF Group** is accountable to the Board of Directors for ensuring that this policy is implemented.

**Management at all organisational levels within the DOF Group** is responsible for ensuring the success of the Policy through the provision and availability of the necessary resources.

**All DOF Group employees and subcontractors** have an individual responsibility to ensure that they and their colleagues co-operate with the Group to achieve its quality objectives.

**This policy applies to all DOF business units and operations.**



Mons S. Aase  
Chief Executive Officer