



## BUSINESS PARTNER CODE OF CONDUCT ("BP CoC")

As a Business Partner to DNO, we agree to:

### Comply with Laws

Comply with all applicable laws, including (but not limited to) laws concerning:

- Financial Integrity  
Financial Reporting & Accounting, Theft & Fraud, Stock Manipulation & Insider Trading, Prohibited Dealing with Competitors & Third Parties.
- Business Integrity  
Bribery & Corruption, Conflict of Interest, Disclosure of Confidential Information, Data Privacy, Export Controls & Sanctions, Cybersecurity and Information Technology.
- People Integrity  
Prohibition against Retaliation, Health, Safety and Environment, Human Rights, Substance Abuse, External Communications & Social Media, Harassment & Discrimination

### Establish and Maintain a Safe Working Environment

- At a minimum comply with DNO's contractual requirements regarding health, safety, security and environment (HSSE).
- Contribute towards avoiding harm to all personnel involved in, or affected by, our operations.
- Not tolerate unsafe conditions and to stop work considered to be unsafe.
- Ensure that our employees know the operating and emergency procedures at our workplace.
- Always look for ways to improve our HSSE performance. If we see an unsafe situation, we will intervene without hesitation.
- When at work for DNO, we shall never be under the influence of drugs or alcohol.

### Best Employment Practices

Commit to key requirements including:

- No form of forced labor or modern slavery.
- No child labor.
- No harassment or discrimination.
- Freedom of association.
- Working hours in accordance with applicable law.
- Living wages in accordance with applicable law.

### Commit to Anti-Bribery & Corruption ("ABC")

Commit to key ABC requirements including:

- No bribes.
- No facilitation payments.
- Accurate books, records and accounts in connection with DNO work.
- Implement appropriate compliance management systems with internal controls aimed at preventing and detecting bribery & corruption.
- No gifts, entertainment, meals or hosting in situations of contract bidding, evaluation, awards or whenever public officials are involved.
- Conduct due diligence on all third parties intended for DNO work and ensure that they commit to ABC undertakings no less stringent than our own undertakings.

### Raise Questions and Concerns

- Raise questions or concerns regarding suspected or confirmed violations of the commitments in this BP CoC.
- Raise questions or concerns with DNO's Compliance Department through our DNO contact point in the first instance unless the matter requires the direct involvement of Compliance (available at [compliance@dno.no](mailto:compliance@dno.no)).

### Implement and Cooperate

- Upon request provide relevant information and documentation demonstrating compliance with the principles and expectations stipulated in this BP CoC.
- Allow DNO to conduct periodic audits to ensure compliance with this BP CoC and to cooperate with any legal review or investigation required by DNO.
- Ensure that our own business partners conduct their business in a manner consistent with the principles set forth in this BP CoC and to undertake adequate, and risk-based due diligence to know our own business partners
- Comply with the prohibition against retaliation against someone who in good faith voices concerns or reports misconduct.

### Represent and Warrant

- We hereby agree to the above and confirm that we have read and understood DNO's Code of Conduct and DNO's Anti-Corruption Policy.

---

Signed (on behalf of the Business Partner, owners, directors, officers, employees, affiliates, agents and representatives):

Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

Name and title: \_\_\_\_\_

A duly authorized representative of the following company: \_\_\_\_\_ ("Business Partner")

---