



BUSINESS PARTNER CODE OF CONDUCT

As a Business Partner to DNO, we agree to:

Comply with Laws

Comply with all applicable laws and regulations in any jurisdiction relevant to DNO or Business Partner. This includes (but is 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 IT
- 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 contractual health, safety, security and environmental requirements
- Contribute towards avoiding harm to all personnel involved in, or affected by, our operations
- Not tolerate unsafe conditions and stop work considered to be unsafe
- Always familiarize ourselves with 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 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 a strong compliance management system with sufficient internal controls to prevent and detect bribery & corruption
- No gifts, entertainment, meals or hosting in situations of contract bidding, evaluation or award and only modest and infrequent expenditures during appropriate other times (using DNO policies or equivalent as a minimum standard)
- Conduct thorough 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 possible violations of the above commitments
- Raise questions or concerns with DNO’s Legal & Compliance Department through our DNO contact point in the first instance unless the matter requires the direct involvement of Legal & Compliance (available at compliance@dno.no).

Inform and Cooperate

- In consultation, allow DNO to conduct periodic audits to ensure compliance
- Immediately advise DNO of any knowledge or suspicion of a violation
- Cooperate fully with any legal review or investigation that DNO deems appropriate in the circumstances
- 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”)
