

Business Integrity Policy

Objective

Aker Solutions shall conduct our business with integrity wherever we operate

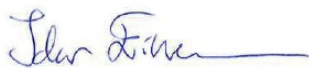
Commitments

- We shall exercise zero tolerance for corruption and maintain an effective and risk-based anti-corruption compliance program
- We shall respect and comply with international proclaimed human and labor rights, and avoid becoming complicit in human rights infringements
- We shall operate in accordance with the principles set out in our Code of Conduct, this also applies to all those who conduct business on behalf of Aker Solutions
- We shall actively work to identify and understand business integrity risks in all company activities and ensure that these are adequately mitigated
- We shall maintain effective and risk-based business integrity procedures which set out clear and concise expectations and responsibilities for all employees and those conducting business on behalf of Aker Solutions
- We shall provide business integrity training to our employees to enable them to act in accordance with the Code of Conduct in their daily work
- We shall regularly evaluate the effectiveness of our business integrity program to ensure adequacy and continuous improvement
- We shall provide the right level of resources to ensure that this policy is implemented appropriately

Behaviours

- We act in accordance with our Code of Conduct
- We take personal responsibility for business integrity and participate in all mandatory business integrity training
- We apply our high business integrity standards wherever we operate
- We integrate business integrity in all business processes
- We learn from incidents to continuously improve our processes and performance
- We are prepared to say no to business opportunities and to stop ongoing business rather than to compromise our integrity

Owned by



Idar Eikrem
Chief Financial Officer

Approved by



Kjetel Digre
Chief Executive Officer

