


Speak Up Policy				
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SPEAK UP POLICY

1 Purpose

Golar LNG Limited (the “Company” or “Golar”) is committed to ensuring that its business is conducted with honesty and integrity. These principles form the basis of our Code of Conduct (the “Code”) and support our core values.

Our Speak Up Policy (this “Policy”) describes the channels that are available for you to report any concerns or issues of non-compliance with the Code and our core values. The policy provides for (i) the confidential, anonymous submission of concerns by employees and external stakeholders, and (ii) the receipt, retention, and treatment of reports received by the Company.

2 What concerns are covered?

This policy relates to all reports, complaints or concerns relating to the Company and the conduct of its Directors, Officers, employees and contractors, including but not limited to:

- Concerns relating to all areas of health and safety;
- Sexual harassment and bullying;
- Danger to climate and the environment;
- Bribery and corruption;
- Fraud and financial misconduct;
- Abuse of authority;
- Breach of personal data security;
- Accounting, internal control and auditing matters; and
- Other issues of business conduct & ethics including suspected or actual violations of the Code.

Golar has an open-door policy and encourages any concerns to be raised in a timely manner to your line manager or other relevant individual internally. The Speak Up Policy is designed to provide guidance on how you can raise a significant issue or concern relating to suspected or actual violations of internal policies.

3 Speak Up Policy

3.1 The importance of speaking up


Golar encourages all employees (including trainees, temporary employees and contractors), directors, shareholders and external parties to speak up and report any concerns about the conduct of any individual or any breaches of the Code or our other group policies.

Reports of concerns of breaches of the Code are very important to Golar, as they offer an opportunity to take action to correct improper behavior and mitigate any adverse consequences.

3.2 Our commitments to those who speak up

We will support any reporter raising concerns in good faith about suspected misconduct under this policy or under the Code. This includes:

- (i) Confidentiality:
 - The anonymity of a person reporting a complaint or concern who requests anonymity (including through the Speak Up Portal) will be protected.

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- (ii) Non-retaliation:
 - The Company will not retaliate against any person reporting a concern and will not support any other person retaliating, harassing, or threatening the report maker.
- (iii) Support:
 - If you require assistance, such as advice or psychological support, in relation to a concern or complaint being reported, please reach out to the legal department or HR as relevant.

4 Reporting a Concern

4.1 Who do I report concerns to?

Internal channels	External channels
Line Manager (or regular contact at Golar)	Speak Up Portal, hosted by Ethics point www.golarlng.ethicspoint.com
Legal team	
HR	
Senior leadership team (also known as the Senior Management team – CEO, CFO, COO, CTO, CAO and the Commercial Director)	

4.2 How do I report concerns?

You can report concerns using any usual methods of communication such as: email, postal mail, telephone and in person conversations.

If you would rather report your concern through an external source provider, you may use the Company's speak up portal. The portal is managed by an external service provider, to deal with all reports in a confidential manner. You can submit reports of concerns through the Speak Up Portal via the internet or telephone (depending on your location).

Access the link below, select the country in which you are located, and the site will provide a telephone number for your area if available. You can submit an online report from any location.


www.golarlng.ethicspoint.com

5 What happens after you speak up?

5.1 Receipt and reporting of complaints and concerns

Any complaint received, will be directed to the Legal Department for further handling. The only exception to this is if the complaint relates to the conduct of the Legal Department itself, when complaints will be forwarded to the Chief Executive Officer.


The Company and the Speak Up Portal, as applicable, will implement procedures to ensure that continued contact does not compromise the anonymity of the person submitting an anonymous complaint.

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5.2 Analysis and investigation of complaints and concerns

All complaints received by the Company will be reported to appropriate members of the Senior Management Team and the Audit Committee.

Prompt and appropriate corrective action will be taken when and as warranted by the Company, in accordance with the Company's core values, and with a priority to ensure that each case is treated with integrity and fairness.

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