



# SUPPLIER CODE OF BUSINESS ETHICS AND CONDUCT

## - Golar's expectations and requirements of its Suppliers

This Supplier Code of Business Ethics and Conduct (the "Supplier Code") forms the basis of our expectations and requirements towards our suppliers, including contractors, vendors and service providers ("Suppliers").

The Supplier Code applies to all Suppliers delivering equipment, works, material or services to Golar projects or operations.

We want our Suppliers to strive for sustainability in their supply chain, as well as excellence in their delivery. This Supplier Code sets out the behaviors, practices and standards we require from our Suppliers and expect to see demonstrated and complied with, all of which are based on our own Code of Conduct, policies and standards.

We require our suppliers to comply with all applicable laws and regulations, adhere to this Supplier Code and to any contractual obligations to us.

We further expect that you communicate the requirements in the Supplier Code to your employees, sub-suppliers and business partners who may provide goods or services to Golar.

*The Supplier Code is not a replacement or substitute for any applicable laws, rules or regulations, nor does it amend any contracted obligations of any existing contract or Purchase Order.*

Oslo, 29.06.2023

# THE SUPPLIER CODE

## I. COMPLIANCE WITH LAWS, REGULATIONS, AND SANCTIONS

Golar aims to comply with all applicable laws, rules, and regulations of the countries in which we operate and regulatory authorities that affect our business. In particular, we are required to comply with the rules and regulations of the NASDAQ stock exchange, Bermudan Company law, and laws and regulations in the countries in which we operate - this includes anti-bribery and corruption, anti-trust laws, and anti-money laundering regulations.

As a Supplier, you must comply with all laws, rules, and regulations that are applicable to the goods and services being provided and applicable to the countries in which you operate (this includes anti-bribery and corruption, anti-trust laws, and anti-money laundering regulations)

We expect Suppliers to comply with sanctions-related requirements as governed by applicable laws and regulations.

We require that you as a Supplier comply with restrictions that apply to your business including, but not limited to, sanctions that prohibit your company from:

- a) Operating in certain countries or locations
- b) Doing business with sanctioned entities or individuals (entities owned or controlled by such individuals)
- c) Extending credit or facilitating certain types of credit or equity financing to sanctioned individuals or entities

## 2. HEALTH, SAFETY AND ENVIRONMENTAL PROTECTION

We expect Suppliers to conduct business in a manner designed to protect the health and safety of its employees and contractors, its customers, the public, and the environment, in particular, we require that the Supplier shall:

- a) Comply with all applicable safety, environmental and safety laws and regulations, seeking to continuously improve health, safety and environmental performance.
- b) Take action to reduce your impact on the environment, natural resources and local communities, including through reducing greenhouse gas emissions, your overall carbon impact and air pollutants.
- c) Encourage your workforce and suppliers to report any accident, injury, illness, or unsafe condition immediately, and stop work that could be unsafe to take appropriate action.
- d) Have established appropriate organizational structures and procedures for the effective management of health, safety, and environmental risks.
- e) Have a documented Drug and Alcohol Policy that prohibits the illegal use, sale, purchase, transfer, possession, or consumption of alcohol and controlled substances, other than medically prescribed drugs.

## 3. HAZARDOUS MATERIALS AND RESTRICTED SUBSTANCES

We expect Suppliers to adhere to all applicable laws and regulations regarding prohibition or restriction of specific substances, in particular, we require that Supplier shall:

- a) Identify and manage hazardous materials to ensure safe handling, storage, recycling, reuse or disposal in such a way as not to harm the environment.
- b) Avoid the use of any materials that are likely to be restricted or banned by any law, regulation or local legislation.
- c) Exercise due diligence in Supply chain to ensure that none of the supplied products consist of any banned materials such as Asbestos.

## 4. ETHICAL CONDUCT

We expect Suppliers to promote transparency and conduct business in an ethical manner. In particular, we require that the Supplier shall

- a) Refrain from any and all forms of Bribery and corruption, including expressly prohibiting the offering, the giving, the solicitation, or the acceptance of anything of value for the purpose to obtain, retain, or direct business, to secure an improper advantage or to influence someone including

government officials to act improperly. Payments, gifts or other commitments to customers (including Golar employees), government officials and any other party must be in compliance with applicable anti-bribery laws.

- b) Notify and report actual or potential conflicts of interest between personal and business interests, including using Golar information and resources for improper gains.

## 5. CONFIDENTIAL INFORMATION

We expect and require Suppliers to protect and secure any confidential information that is provided to you by Golar and our respective business partners, any suspicion or actual security incidents that can affect Golar must be reported to Golar as soon as practically possible.

## 6. HUMAN RIGHTS AND MODERN SLAVERY

Supplier shall conduct business consistent with the United Nations Guiding Principles on Business and Human Rights (the UNGPs).

To this effect, Supplier shall conduct due diligence to identify, address and, where appropriate, remedy adverse Human Rights impacts in accordance with the UNGPs.

Supplier shall immediately notify any instance of or ground to suspect Modern Slavery, or Child labor, within the workforce or its supply chain and shall further conduct its business in a manner that respects the rights and dignity of all people and internationally recognized human rights, including without limitation:

- a) Refrain from using child labour as defined in the International Labour Organization (ILO) Convention No. 138 on minimum age for admission to employment
- b) Not use or benefit from, forced or involuntary labour, human trafficking or slavery. All employees and contractors shall conduct their work voluntarily and enjoy the freedom of movement during the course of their employment.
- c) Provide its workers with fair and decent wages, benefits and working conditions
- d) Provide workers with written terms and conditions under which they will work in a language understandable to the worker;
- e) Not requiring workers to pay charges of fees under any pretext in consideration for employment or applying deductions from the workers' remuneration as collateral for continued service;
- f) Not withholding travel or other identity documents or otherwise unreasonably inhibiting the free movement of any workers (directly or indirectly);
- g) Providing access to effective grievance mechanisms, providing equal opportunities, avoiding retaliation or discrimination and respecting freedom of association of workers, in each case within the relevant national legal framework;
- h) Respect the rights of its employees and contractors to associate freely, join or not join trade unions and/or workers councils, or engage in collective bargaining, in accordance with national law and international conventions.
- i) Provide a workplace free from harassment, intimidation, inhumane treatment and discrimination based on gender, race, color, age, religion, sexual orientation, marital status, national origin, disability, ancestry, political opinion, or any other basis prohibited by the laws that govern its operations.
- j) Where required by national law and practice, have systems devised by mutual agreement between employers and workers and their representatives which provide for regular consultation on matters of mutual concern.
- k) Seek to establish (jointly with the representatives and organisations representing its workers) voluntary conciliation machinery, appropriate to national conditions, to assist in the prevention and settlement of industrial disputes between the Supplier and its workers.



## REFERENCES:

- Golar LNG Corporate Code of Conduct
- Golar LNG Corporate Anti-Bribery and Corruption Policy
- Bribery Act 2010
- UN Guiding Principles on Business and Human Rights
- Modern Slavery Act 2015
- Transparency Act 2022
- US Foreign Corrupt Practices Act (FCPA)

### Raising a concern or asking a question

Anyone with knowledge, concern or suspicion of any form of malpractice, improper action or wrongdoing is encouraged to raise this issue through our dedicated anonymous Speak Up hotline.

Golar is committed to prompt review and appropriate action in relation to any genuine complaint raised, and we have a strict policy of no retaliation against anyone raising a concern in good faith.

- [www.golarlng.ethicspoint.com](http://www.golarlng.ethicspoint.com)

### Further information

Should you have any questions, or wish to raise any matters related to this Code, please contact Golar Management through our Compliance mailbox: [Vendor.Compliance@golar.com](mailto:Vendor.Compliance@golar.com)