



1 CODE OF CONDUCT

1.1 Purpose

To ensure that OWL sets the values, rules, standards, and principles outlining what OWL personnel and contractors expect from staff within the organization.

1.2 Scope

This document applies to all employees of OWL and in addition it applies to any and all personnel contracted by OWL to perform work on OWL's behalf.

1.3 Policy

As marine services provider working with various offshore construction vessels (semi submersible crane vessels, sheerlegs and subsea rock installation vessels) , OWL provides a wide range of offshore services in and around Offshore Wind parks, on offshore platforms and other offshore locations.

This Policy applies to all activities performed - and services provided by OWL and/or affiliated companies.

OWL has a high standard in code of conducts and ethical standards , for the company , her employees and for everyone who acts on the company's behalf. People working for the company come from different backgrounds countries, cultures, religions, traditions, etc..

To ensure a uniform standard of behavior, the company has adopted a code of conducts and ethical values policy which must be observed by each employee in every geographical area at all times.

In order to create and keep a pleasant workplace, each employee shall comply with the following rules:

BEHAVIOUR WE SUPPORT		BEHAVIOUR WE DO NOT SUPPORT
Safeguarding of information and assets	Comply with laws and regulations	Being disrespectful (yelling, bullying, scold) or similar behavior, to your colleagues or our clients
Respect for people and non-discrimination	Protect inside information & public disclosure	The use, under influence, in the possession or handling in Alcohol and/or Drugs whilst at work
Being reliable	Respect others	Harassment or sexual conduct
Being completely honest	Avoid conflicts of interest	Discrimination in any form
Care for the environment	Helping others	Steal from company's goods or possession or accept gifts from clients, vendors
Respecting company policy and rules	Being a great team member	

This Policy will be communicated to ALL staff, contractors and suppliers, and be available for the public.

Name	M.C. van der Giessen
Function	CEO
Date	01-02-2023
Signature	

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