

2.9 ETHICS, ANTI BRIBERY & CORRUPTION POLICY

Olympic and related companies (hereafter Olympic) support the ten principles of UN Global Compact with regards to human rights, labor rights, environment, and anti-corruption.

This policy shall apply to everyone engaged in any Olympic activities. Everyone engaged in any Olympic activities has a duty to act with integrity and honesty and has a responsibility to report any appearance of dishonesty, corruption, or wrongdoing to the appropriate level.

Business in Olympic shall be conducted in a fair and transparent manner. Olympic embrace the highest standards of honesty, respect, professionalism, fairness, ethics, and integrity and do not tolerate, permit, or engage in bribery, corruption, or improper payments of any kind in our business dealings, anywhere in the world, neither with public officials nor with people in the private sector.

We are committed to the following principles:

- All our activities shall be in compliance with all applicable laws and regulations in the jurisdictions in which we operate, including tax and anti-money laundering laws and regulations and competition laws and regulations
- We will carry out business fairly, honestly and in an transparent manner
- We work against corruption in all its forms, including extortion and bribery and will avoid doing business with others who do not commit to the same
- We are committed to a program to counter the risk of the company being involved in bribery.
- We will not use intermediaries or contractors for the purpose of committing acts of bribery.
- We will not give or offer any money, gift, hospitality or other advantage to any person carrying out a business or public role, or to a third party associated with that person, to get them to do something improper.
- We will not give or offer any money, gift, hospitality, or other advantages to any foreign public official with the intention of influencing them to our business advantage.
- We do not allow personnel (employees and / or contractors) to accept money, gifts, hospitality, or other advantages from business associates, actual or potential suppliers, or service providers which are intended to influence a business decision or transaction in some improper way.
- An employee found to be in breach of this policy and its principles may face disciplinary action.
- No employee will suffer demotion, punishment, or other adverse consequence for refusing to pay bribes, even if it may result in the company losing business.
- We encourage whistleblowing and any concerns relating to a breach of this policy or any wrongdoing in our business activities should be reported according to our whistle-blower routines. (link)

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Stig Remøy
CEO