

2.13 FAIR COMPETITION POLICY

At Olympic, we are committed to conducting our business with integrity, fairness, and transparency, building trust with our stakeholders, and maintaining our reputation as a responsible and trustworthy business partner. We recognize the importance of fair competition in the markets we operate within, and this policy outlines our commitment to complying with applicable laws and regulations, promoting ethical business practices, and maintaining a level playing field for all market participants. This policy applies to everyone engaged in any Olympic activities. Senior management will provide leadership and support for the implementation of this Fair Competition Policy and promote a culture of compliance throughout the organization.

1. Compliance with Antitrust Laws and Regulations:

- We will comply with all applicable antitrust and competition laws and regulations in every jurisdiction where we operate.
- We prohibit any form of anti-competitive behaviour, including price-fixing, bid-rigging, market allocation agreements, and other practices that restrict competition.
- Employees must not engage in discussions or agreements with competitors that may violate antitrust laws, including discussions related to pricing, market shares, customer allocations, or boycotting suppliers or customers.

2. Ethical Business Practices:

- We will conduct our business with honesty, integrity, and fairness, adhering to high ethical standards in all our interactions with customers, suppliers, competitors, and other stakeholders.
- We will not engage in deceptive, fraudulent, or misleading practices, including false advertising, misrepresentation of our products or services, or unfair trade practices.

3. Protection of Intellectual Property Rights:

- We respect the intellectual property rights of others and will not infringe upon patents, trademarks, copyrights, or other proprietary rights.
- We will protect our own intellectual property rights and confidential information, implementing appropriate measures to safeguard sensitive information and trade secrets.

4. Avoidance of Conflicts of Interest:

- Employees must avoid conflicts of interest that could compromise their judgment or impartiality in business decisions.
- Employees must disclose any potential conflicts of interest to their supervisors or the designated compliance officer and take appropriate steps to mitigate or address them.

5. Compliance Training and Awareness:

- We will provide regular training and educational programs to employees to raise awareness of fair competition principles, antitrust laws, and ethical business practices.
- All employees are responsible for familiarizing themselves with this Fair Competition Policy and adhering to its principles in their daily work activities.

6. Reporting Violations:

- We encourage employees to report any suspected violations of this Fair Competition Policy or applicable laws and regulations through the designated channels, including the company's whistleblower hotline or reporting procedures.
- Reports of potential violations will be promptly investigated, and appropriate corrective action will be taken if necessary.

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Stig Remøy
CEO