



Vision, Values and Ethical Guidelines

Ethical guidelines in GMC Maritime AS (GMCM) serve as a common platform and will ensure that employees perform their duties and act in a proper manner. Our attitudes and actions affect our stakeholders' trust in GMCM.

Our stakeholders are owners, employees, customers, suppliers, authorities, either collaborators or non-governmental organizations.

We emphasize our values; Responsibility, Cooperation and Respect, in all we do.

We shall act in a safe manner

Our vision is zero damage. We will provide a safe and secure working environment for all personnel in our workplaces and areas. Safety and security in this context means prevention of all accidents and incidents related to people, the environment and material. We are constantly working to improve our working practices, and we all have a personal responsibility to help GMCM be a safe and secure workplace. Everyone has the right and duty to stop an insecure action.

We shall have a good and inclusive working environment

We respect and cooperate with our employees and contribute to professional and personal growth. We have a positive and inclusive working environment regardless of gender, nationality, religion, disability, sexual orientation, age or political point of view.

We shall have a drug-free work environment

GMCM should be a drug-free workplace, and under no circumstances accepts that anyone is affected by alcohol or other drugs during work. It is forbidden for employees to store and / or sell alcohol or other drugs in the company's areas.

Limited amounts of alcohol can be enjoyed on representations, if the consumption is not combined with the operation of machines or incompatible activities. You should not show yourself drunk in the business context.

The company has established its own AKAN agreement; the intention is to prevent substance abuse and addiction problems. GMCM can help a colleague struggling with substance abuse and addiction issues.

We must emphasize the environment

GMCM is an environmentally conscious company, and is a driving force for safeguarding the environment. We are also working to minimize our emissions. Environmental assessment and environmental costs are included in all decisions.



We shall show respect for labor rights

GMCM shall ensure workers' rights, including employee freedom of organization and right to collective bargaining. We distance ourselves from child labor and prohibit discrimination.

We shall ensure the right flow of information to our stakeholders

We communicate clearly, accurately and accurately with our stakeholders and ensure that information is provided on time. Communication to the media and publicity is in accordance with GMCM's guidelines and according to given authorizations.

We will ensure confidential information

We have confidentiality regarding the personal or business relationship of customers, employees, suppliers and others, as we are acquainted with in GMCM. This concerns information about business operations, safety issues, technology, terms of customer supplier agreements, financial conditions, plan / strategy, personal information and internal and external confidentiality.

Social media

We shall not publish images or video of customers' employees, ships, rigs, facilities or equipment without the prior written consent of the customer. Nor shall any image or video of colleagues be published without the consent of the person concerned.

Restrictions apply to all forms of social media, including Facebook, LinkedIn, Instagram, Snapchat, Twitter, blogs, comment fields, etc. which can damage reputation and trust of our customers and GMCM.

We have zero tolerance for corruption, bribery, lubrication and money laundering

We offer or do not receive gifts or other financial remuneration for obtaining personal business benefits for others or ourselves. Gifts or benefits of a value below 500 SEK are usually acceptable, but all gifts with a value should nevertheless be reported to the company even if it is considered that it does not affect business decisions. We always base economic assessments when selecting suppliers of goods and services. In this, it is to be aware of the effects of rooms aimed at personal gain.

GMCM complies with Section 3-8 of the Norwegian Public Limited Liability Companies Act concerning transactions, i.e., GMC employees shall not enter into transactions (purchase, sale of goods and services, etc.) with related parties without this being approved by the CEO. Related parties are referred to as shareholders, general manager, board members, etc. Within this framework are also spouses or cohabitants, children, siblings or parents. We will comply with current legislation.

Travel and events

We assume that all employees act in accordance with the Code of Ethics when they are on business trips, courses and events. We must be aware of how we act to safeguard GMCM's trust and reputation. Travel and stay must always be paid by GMCM. If in doubt about gifts and benefits contact HR Manager.

Refrain from purchase of sexual services

Employees who are on mission or other assignments in Norway or abroad for GMCM's bill shall refrain from purchasing sexual services. This also applies in spare time during such assignments.



GMC

Blameworthy conditions

We have the right and duty to report unfair terms (Working environment act § 2-4 and 3-6) and encourage everyone to report on critical circumstances in the organization. Critical conditions are meant by violation of the law or on clearly communicated internal guidelines. The notice shall be given to the immediate superior, alternatively KHMS leader, HR manager or trustee. The person who alerts shall not be liable for retaliation.

Violation

Violation of these ethical guidelines may result in disciplinary action, either in the form of warning, termination or termination.

26. juni 2017

Olav A. Stople
CEO

