

STAATSOLIE SUPPLIER Code of Conduct

As reflected in this Code of Conduct, Staatsolie Maatschappij Suriname N.V. ("STAATSOLIE") is committed to high standards of integrity and sustainability. STAATSOLIE has a 'zero tolerance' policy when it comes to unethical business behavior, such as bribery, corruption and forced labor. We expect all of our suppliers to adhere to similar standards and to conduct their business ethically.

As a supplier, you must comply with all applicable laws and regulations, the requirements set out in this STAATSOLIE SUPPLIER Code of Conduct and your contractual obligations to us.

This STAATSOLIE SUPPLIER Code of Conduct defines the main principles underlying your business activities as one of our suppliers of goods, services and/or works.

A. Human rights


As a supplier to STAATSOLIE, you shall:

- ☐ Respect the personal dignity, privacy and rights of each individual;
- ☐ Refuse to hire or make any person work against his or her will; and
- ☐ Prohibit behavior (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative.

B. Fair labor conditions

You shall ensure fair labor conditions that at least is in compliance with the applicable laws. In particular, you will:

- ☐ Refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation or sexual orientation;
- ☐ Respect the rights of employees to freely associate and bargain collectively;
- ☐ Not tolerate or use child labor in any stage of your activities other than in accordance with the applicable laws;
- ☐ Not use any forced labor, including but not limited to involuntary prison labor, victims of slavery and human trafficking and allow all employees the choice to leave their employment freely upon reasonable notice in accordance with the applicable laws;

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- ☐ Compensate employees fairly and follow local wage regulations and / or collective agreements, and where these do not exist, compensate employees at the minimum in accordance with the Law "Wet Minimum Uurloon"; and
- ☐ Ensure that working hours, including overtime, do not exceed applicable legal requirements and/or ministerial decisions.

C. Health, safety and environmental management

You shall provide a safe and healthy workplace for all of your employees and shall conduct your business in an environmentally sustainable way. In particular, you will

- ☐ Appoint a competent person to manage health, safety and environmental programs and improvements;
- ☐ Establish appropriate organizational structures and procedures for the effective management of health, safety and environmental risks; and
- ☐ Ensure that all workers are sufficiently aware of these risks and appropriately trained on the implementation of control measures; and
- ☐ Ensure that STAATSOLIE locations are free of alcohol and drugs as formulated in the 'Alcohol and Drugs policy'.

D. Secure business


You shall conduct your business in a secure manner. In particular, you will

- ☐ Implement reasonable measures to minimize the exposure of STAATSOLIE to security threats such as terrorism, crime, pandemics and disasters; and
- ☐ When visiting or working at STAATSOLIE locations, abide by STAATSOLIE's security procedures and report any security concerns to the appropriate STAATSOLIE channels.

E. Business ethics

You shall conduct your business in an ethical manner. In particular, you will

- ☐ Refrain from any and all forms of corruption, extortion and bribery, and specifically ensure that payments, gifts or other commitments to customers (including STAATSOLIE employees/contractors), government officials and any other party are not in violation of the applicable laws including the law "Anti-corruptiewet";
- ☐ Disclose to STAATSOLIE information regarding potential conflicts of interest relating to your activities as a supplier of STAATSOLIE, including disclosure of (1) any financial interest a STAATSOLIE employee and/or contractor/consultant of STAATSOLIE may hold in your business and (2) any family relationships between the owners/managers of your company and the

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STAATSOLIE employee/contractor/ consultant involved in contracting your company and/or overlooking the execution of meant contract;

- ☐ Protect and keep confidential all confidential information provided to you by STAATSOLIE and our business partners, whether orally or in writing, and will only use this information for the purpose for which STAATSOLIE has provided the information to you;
- ☐ Respect intellectual property of others, including STAATSOLIE; and
- ☐ Adhere to international trade regulations and export control regulations, if applicable to your business activities.


F. Procurement by supplier

You shall procure goods and services in a responsible manner. In particular, you will

- ☐ Ensure that your sub-suppliers providing goods or services directly or indirectly to STAATSOLIE adhere to the working standards and business ethics set forth in this STAATSOLIE SUPPLIER Code of Conduct; and
- ☐ When working at STAATSOLIE locations, only subcontract the provision of goods, services and/or works with prior consent of STAATSOLIE.

G. Inspections and corrective actions

In order to ensure and demonstrate compliance with the STAATSOLIE SUPPLIER Code of Conduct, you shall keep accurate records, and provide to us supporting documentation upon request. To verify your compliance, we reserve the right to audit and inspect your operations and facilities, at our own cost and upon reasonable notice, with or without support of a third party. If, due to the results of such an audit or inspection, we are of the opinion that you do not comply with this STAATSOLIE SUPPLIER Code of Conduct, you shall take necessary corrective actions in a timely manner, as directed by us. If you fail to comply with this STAATSOLIE SUPPLIER Code of Conduct, then we may take action against you, including suspending or terminating your activities as one of our suppliers.

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