

## DECLARATION OF CMIT EUROPE AND THEIR PARTNERS

CMIT Europe's vision is to be the preferred contractor partner for specialized and tailor-made projects in Oil & Gas and Cruise Ship Businesses. We create a uniquely specialized project team from our wide partner network for each of our project. This allows us to eliminate all non-value adding elements while retaining excellent flexibility. CMIT Europe act as the project manager in combining excellent offshore capabilities, know-how and products for every project. All our partners are fully committed to the project's success without compromising values outlined in this Declaration.

### Compliance

As a supplier of CMIT Europe we will comply with all applicable laws, regulations and codes of conduct where applicable. As a supplier to CMIT Europe we will comply with local laws and relevant agreements regarding working hours. We will ensure that wages paid to employees and hired labor are considered fair and in compliance with local laws and agreements.

We follow internationally acceptable ethical standards and shall not offer or receive improper gifts or payment in connection with contract bidding, evaluation or award or to obtain or retain business. As a supplier to CMIT Europe we will follow Italian legislation on bribery and corruption and on administrative liability (Decree 231/2001)

### Employment Principles

As a supplier we shall follow national laws and will not employ young workers, under the age legally allowed for performing working activities, or any other against their own free will, nor will our personnel be required to lodge "deposits" or identity papers upon commencing employment. We will treat our employees and hired labor equally and fairly. We will not accept any form of harassment or discrimination based on age, gender, religion or any other reason.

### Health, Safety and Environment (HSE)

As a supplier to CMIT Europe we will work, through continuous improvement, for a healthy, safe and secure work environment which as a minimum is always in accordance with applicable laws and local (work site) regulations and permits and international standards on occupational health and safety (ISO 45001)

As a supplier to CMIT Europe we will work to minimize negative impacts on the environment by continuously developing practices compatible with sustainable development. As a supplier to CMIT Europe we will consider the full life cycle of our work, products and how we can minimize negative impacts on the environment. We will comply with national and local (worksite) environmental legislation and discharge permits. As a supplier or subcontractor to CMIT Europe we will strive to have the best possible management system for HSE, according to international standard ISO 14001.

### Requirement towards Supplier Network

As a supplier to CMIT Europe we will promote the implementation of the principles set forth in this Declaration towards own suppliers and subcontractors.

We, the supplier, confirm that we fulfil the requirements in this Declaration.

We agree that CMIT Europe may audit our practices in the aforementioned areas so as to make sure we comply with the requirements. We are aware that a deviation from above principles can be regarded as material breach and where such deviation cannot be corrected in the CMIT Europe's reasonable opinion the business relations may be terminated.

Supplier name \_\_\_\_\_  
Address \_\_\_\_\_  
Date \_\_\_\_\_  
Authorised signature \_\_\_\_\_  
Name \_\_\_\_\_  
Title \_\_\_\_\_