



ACTEON

ENGINEERING,
MOORINGS AND
FOUNDATIONS

TRANSPARENCY ACT INTERMOOR AS 2023

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2 BACKGROUND

From 2022 we are obligated to comply with the Norwegian Transparency Act. We have performed the obligated procedures and below you will find our reporting in relation to this. The report will give you valuable information on how we work with United Nations sustainability goal 8 (decent work and economic growth) and sustainability goal 12 (responsible consumption and production).



3 TRANSPARENCY ACT INTERMOOR AS 2023

3.1 GENERAL DESCRIPTION OF THE ENTERPRISE'S ORGANIZATION AND AREA OF OPERATION

InterMoor AS is a socially responsible organization and employer that strives to make a positive contribution to the lives of our people and the communities in which we operate. Guided by robust policies and codes of conduct, we treat all employees, suppliers, partners, and communities equally and with respect and are committed to operating fairly, honestly, and ethically.

We endeavor to treat all our people, suppliers, partners and communities with respect and equality. This is achieved through a strong Health, Safety and Environmental (HSE) culture, as well as an active and documented commitment to diversity, inclusion, and equality in our recruiting, employment, and management processes, and zero tolerance policy towards modern slavery, bribery, or corruption.

Intermoor is a global provider of life-of-field mooring solutions, offering a complete package of services across all marine environments.

- For temporary and permanent mooring, their range of services delivers increased efficiency and reduced costs.
- They specialize in all aspects of mooring, whatever the asset, from a wave converter, floating wind turbine or an oil rig, and deliver a customised cradle-to-grave mooring solution, from engineering and design through to offshore installation or retrieval and decommissioning of their mooring systems.
- Their solution is always engineered and customized, and they will partner with you across every stage of the lifecycle of your operations. They take pride in working as a team – and in partnership with their clients – to devise and deliver the most cost-effective, reliable, safe and innovative mooring solutions. They accomplish this through pioneering research and development, a relentless focus on exceptional service and their unrivalled and diverse project experience.
- InterMoor AS is the Norwegian based business within the InterMoor Group and is located in Stavanger with a shore-based facility at Wergeland Base, Slovaen. The business serves all customers operating along the Norwegian Continental Shelf.

3.2 THE COMPANY'S POLICIES AND PROCEDURES

InterMoor AS has a management system certified according to ISO 9001, ISO 14001, and ISO 45001. We have robust systems in place to ensure that any regulatory changes are implemented in the company's management system. We have guidelines in place making sure that The Transparency Act is reflected in our processes. The Board and Management are responsible for compliance with the Transparency Act.

InterMoor AS is committed to embedding a culture of compliance and operating within a business framework that ensures all decisions are made to the highest ethical standards. Our [whistleblowing](#) system enables anyone to anonymously report incidents, breaches or suspected breaches of the principles outlined in our [Compliance Handbook](#) or of any law or regulation.

During 2021, we also introduced mandatory [anti-bribery and anti-corruption awareness training](#) for all our employees to ensure that all are aware of the dangers that bribery can present and the need to remain vigilant in our daily working practices.

Further, we are committed to ensuring that there is [no modern slavery or human trafficking](#) in our supply chains or any part of the group's business. The company uses E2OPEN Denied Party Listing screening software, a comprehensive database, to make sure we are acting in line with current international sanction regimes. We proactively monitor more than 28,000 third parties by using this software. This also means that we are always up to date with any developments in this area.

Relevant vendors and customers are registered and assessed by using this system. If there are any discrepancies in connection with the screening the result will be that no business relationship can be entered into with the company.

3.3 DUE DILIGENCE

Our procedures performed in assessing our suppliers according to the guideline described in paragraph above have not detected any discrepancies to be followed up. Hence our focus for the manual review has been to focus on our critical suppliers. This due diligence has not detected any matters defined as a discrepancy either.

3.4 INFORMATION ABOUT NEGATIVE CONSEQUENCES

The due diligence assessment has not revealed that there are negative consequences or significant risks internally or in relation to the companies with which InterMoor AS cooperates.

3.5 INFORMATION ON MEASURES

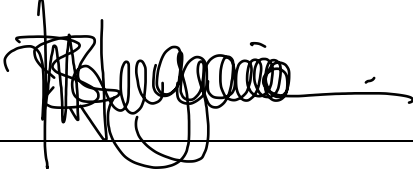
Since no significant risk has been identified in the due diligence assessment, no plans have been made for this. If risk is identified during the due diligence assessment revision, measures will be established dimensioned in relation to the risk picture.

3.6 QUESTIONS REGARDING HUMAN RIGHTS AND DECENT WORKING CONDITIONS

If you have any questions regarding our work related to human rights and decent working conditions in the supply chain, you are welcome to send us an email at: inger.egeland@intermoor.no. We will reply to you as soon as possible and no later than within three weeks of receiving your inquiry

4 SIGNATURE

The board of InterMoor AS hereby confirms that this year's report has been approved for publication.

Members of the board	Date and signature
Bernhard Bruggaier	
Benjamin David Smith	12.06.2023 <i>David Smith</i>
Kjell Arne Egeland	