

## Sustainability policy

In Fred. Olsen Windcarrier, we have a strong obligation to the society and to our external and internal stakeholders to operate our business sustainably.

All work shall be conducted in compliance with laws, rules, and regulations.

Our strategy is to contribute to the shift towards a sustainable and decarbonised society by contributing to renewable energy from offshore wind through developing our businesses further into existing and new markets.

### Environment:

- We shall work continuously to improve energy efficiency in our own operation and to reduce greenhouse gas emission in our value chain
- We work systematically and continuously to reduce the impacts on the environment from air emissions under our control
- We implement technical solutions and operational controls to prevent avoidable pollution to sea

### Social:

- We are a responsible employer committed to providing a workplace where people can thrive
- We have a zero injuries philosophy and are committed to the protection of health and safety for our employees and subcontractor personnel on our assets or sites
- We are committed to equal opportunities for all. We do not accept any form of discrimination on the basis of gender, age, ethnic origin, nationality, disability, sexual orientation, religion, political opinion
- We do not accept any form of violence, bullying or sexual harassment
- We shall have a robust employment model compatible with our areas of operation
- We shall make efforts to increase women share offshore

### Governance:

- We will always choose the most sustainable alternative, taking environmental, social, technical, and economical aspects into account
- We maintain high ethical standards and integrity. FOWIC Code of Conduct is mandatory for all our employees and for all companies and people working for us

Oslo, 01.03.2024



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