



CODE OF CONDUCT AND ETHICAL VALUES POLICY

As Managers of dynamically positioned and anchored semisubmersible floatels we provide offshore accommodation and operational services to oil platforms. This policy applies to all activities and services provided by OOS International BV.

OOS International sets high code of conducts and ethical standards for everyone who acts on the company's behalf. People working for the company carry with them ballast from different cultures, religions and traditions. To ensure a uniform standard of behavior, the company has adopted a code of conducts and ethical values policy which must be observed by each employee in every geographical area at all times.

In order to create and keep a pleasant workplace, each employee shall comply with the following rules:

Behavior that we support

Safeguarding of information and assets	Comply with laws and regulations.
Respect for people and non-discrimination	Protect inside information & public disclosure
Being reliable	Being a great team member
Being completely honest	Avoid conflicts of interest
Care for the environment	Helping others
Respecting company policy and rules.	Respect others.

Behavior that we do not accept

You will never be disrespectful (yelling, bullying, scold) or similar behavior, to your colleagues or our clients.
Harassment or sexual conduct is not allowed.
Discrimination in any form will not be tolerated
You will not use drugs or alcohol whilst at work or handling in it.
You will not steal from company's goods or possession or accept gifts from clients,vendors etc

This Policy will be communicated to ALL staff, contractors and suppliers, and be available for the public.

Endorsed by:

Leon Overdulve, CEO OOS International BV.