



CODE OF CONDUCT AND ETHICAL VALUES POLICY

As Managers of dynamically positioned heavy lift accommodation vessels and (dynamically positioned) self-propelled jack-up and mobile offshore units we provide a wide range of offshore services to oil platforms and wind farms.

This Policy applies to all activities and services provided by OOS International BV and affiliated companies.

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

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| 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

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| Being disrespectful (yelling, bullying, scold) or similar behavior, to your colleagues or our clients |
| Harassment or sexual conduct |
| Discrimination in any form |
| The use, under influence, in the possession or handling in Alcohol and/or Drugs whilst at work |
| Steal from company's goods or possession or accept gifts from clients, vendors |

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.