



HUMAN RIGHTS AND DECENT WORKING CONDITIONS POLICY

PURPOSE

The purpose of this policy is to state BW LNG's commitment to human rights and decent working conditions.

SCOPE

This policy is applicable to BW LNG Limited and its subsidiaries and anyone who works for or on behalf of any of those entities.

POLICY STATEMENT

BW LNG is committed to meeting its responsibility to respect human rights and decent working conditions in compliance with the United Nations Universal Declaration of Human Rights, the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, the Norwegian Transparency Act and the International Labour Organisation's Maritime Labour Convention 2006 (collectively, referred to as "**Human Rights and Decent Working Conditions**").

In order to achieve this, we shall:

- Treat all people with respect and dignity.
- Provide a secure, safe and healthy working environment for both onshore and offshore employees as well as subcontractors.
- Ensure that all our internal processes and procedures comply with Human Rights and Decent Working Conditions.
- Identify and assess actual and potential adverse impacts of our business on Human Rights and Decent Working Conditions as part of our Risk Assessment Process.
- Set expectations for our business partners, including suppliers, agents or other third parties (collectively referred to as "**Business Partners**"), to observe equivalent principles when conducting business for or with BW LNG. This expectation is reflected in BW LNG's Business Partner Code of Ethics and Business Conduct and standard terms and conditions.



- If a Business Partner is identified as being at risk of not complying with Human Rights and Decent Working Conditions, we will carry out an enhanced due diligence process which may include questionnaires, site visits, audits, etc. to verify compliance with Human Rights and Decent Working Conditions.
- Should an improper practice occur, we are committed to making necessary corrections and taking remedial action to prevent recurrence, which may include:
 - implementing suitable measures to cease, prevent or mitigate any adverse impact on Human Rights and Decent Working Conditions;
 - tracking the implementation and results of such measures;
 - communicating with affected stakeholders and rights-holders regarding how adverse impacts are being, or will be, addressed; and
 - providing for or cooperating in remediation or compensation where required.
- Provide a secure line for reporting concerns related to Human Rights and Decent Working Conditions through our Whistleblowing Line. We will treat all reports confidentially and investigate them as necessary promptly, thoroughly and fairly. We will not tolerate retaliation against anyone who raises in good faith a concern, question, grievance or complaint.
- Publish an annual account of our due diligence process on our website, summarising any adverse impacts identified and the measures taken or being taken to address them.
- Where appropriate, respond to written requests for information regarding the measures implemented to address adverse impacts.

Responsibilities:

- BW LNG leader team for regular reviews and enforcement
- All Head of Departments for implementation