

CODE of ETHICS & CODE of CONDUCT POLICY

- The Company's shore staff and sub-contracted seagoing personnel shall not be involved in any kind of harassment, abuse, discrimination, or illegal activities.
- The Company's personnel & sub-contractors shall not conceal any identified unsafe act or event which affects or could affect human health and safety, the environment and the property.
- The Company's personnel shall carry out their duties in a professional and impartial manner. All Company's employees & sub-contractors shall act in honesty and good faith.
- All information regarding Dong Fang Offshore Co., Ltd. operations, projects, reports or any work carried out shall be treated as business confidential to the extent that such information does not conflict with Company's policy for safety and environmental excellence and is not already disseminated or made generally available to third parties.
- Any kind of offer, gift or bribe in any form, direct or indirect, including kickbacks is strongly prohibited in all Company's operations. Furthermore, the Company prohibits the use of other routes or channels for provision of improper benefits to, or receipt of improper benefits from agents, contractors, suppliers or employees of any such party or government officials.
- Procurements are conducted in a fair and transparent manner and according to all relevant legislation and guidelines.

Polin Chen

Chief Executive Officer
01.2024

