



## Code of Conduct

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Bergen Bunkers AS takes its corporate responsibility seriously, and has created this Code of Conduct, rooted in our values, to show our commitment to stakeholders. We strive to maintain a company culture based on high ethical standards as knowledge, trust and credibility are key business principles we value.

Our core values are honesty, integrity and respect and form our basic principles for behavior and business practice. Other than these, performance, collaboration, and professionalism in everything we do is important.

Both managers and employees are responsible to make sure applicable laws and regulations are met at any time, and that high ethical standards are maintained both internally and externally.

## Human Rights and Employment practices

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Bergen Bunkers is committed to respect and protect human rights and to comply with all applicable laws and regulations and conduct our business with integrity, respect, fundamental rights, and dignity of all individuals.

The company strives to ensure that our suppliers, subcontractors, and other value chain counterparties share our commitment to safety, integrity, ethics, and compliance to international standards regarding human rights and fundamental freedom of individuals.

Bergen Bunkers have a zero-tolerance for discrimination, including discrimination based on gender, ethnicity, color, religion, sexual orientation, disability, marital status, political or other opinion, national or social origin or other. All employees are encouraged to speak up and share any concerns.

The Transparency Act of 1<sup>st</sup> July 2022 has been implemented and Bergen Bunkers will monitor and address any adverse human right impacts linked to our operations at least annually. The Transparency Act is in line with the United Nations Guiding Principles on Business and Human Rights as per the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Our Transparency Policy is:

*Bergen Bunkers will strive to protect human rights and fundamental freedom of individuals.*

## Corporate Social Responsibility

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Ethical business conduct and compliance with the law is vital for sustainable development of businesses and communities. Corruption, bribery, tax evasion or fraud of any form is not tolerated. Co-workers must not offer or accept anything of value to obtain an improper advantage, in business or private, regardless of its purpose. Compliance to international sanction of companies and/or individuals is important to us as well as avoiding getting involved in money laundering or other illegal/fraudulent activities.



## Environmental Management System (EMS)

Bergen Bunkers will be on top of changing environmental trends and demands in the bunker industry regarding more environmentally friendly fuels. We aim to use this knowledge to guide our customers to take the correct fuel decisions and be forward-looking in choosing more environmentally friendly bunkers. Internally we will focus on our environmental footprint in all our activities and aim to reduce this to a bare minimum.

Bergen Bunkers was certified according to ISO 14001:2015 in August 2023. The current certificate is valid until August 2026. Our Environmental policy is:

*Bergen Bunkers' Management team is committed to continually improve the Company's impact on the environment according to national and global targets and regulations. We will strive to be the preferred guide for customers to reach their sustainability goals through knowledge and market network.*

Bergen Bunkers AS supports UN's Sustainable Development Goals, focusing our efforts on the following;



## Quality Management System (QMS)

Bergen Bunkers has established a Management System and is certified according to ISO 9001:2015. The company was first certified in 2017 and was re-certified in 2020 and 2023. Our Quality policy is:

*Bergen Bunkers - The preferred energy provider!*

*A credible, efficient, and quality conscious counterparty.*

Highly skilled, honest, and efficient employees are, together with our global network of suppliers as well as state of the art technology within IT and communication, the core of our business and will make us a leading supplier within our business operations. The company is was also certified according to ISCC EU and ISCC Plus in May 2024 for trading of certified biofuels.

## Whistleblowing

We will ensure that our employees and sub-suppliers can report concerns regarding potential breaches of the requirements in this CoC.

Any concerns regarding breach(es) of any of the subjects mentioned in this CoC should be notified to [quality@bergenbunkers.no](mailto:quality@bergenbunkers.no). All concerns will be handled seriously, treated confidentially and the whistleblower's identity will be protected. Only Bergen Bunkers' CEO and CFO has access to this e-mail address.