

2.15 FAIR TREATMENT POLICY

1. PURPOSE

The purpose of this policy is to promote a diverse, inclusive and respectful working environment across Olympic's operations, where individuals are treated fairly and have equal opportunity to contribute and perform.

A diverse and inclusive workplace supports psychological safety, operational performance, competence development and Olympic's ability to attract and retain qualified personnel.

This policy aligns with Olympic's values and strategy, the purpose of the Norwegian Equality and Anti-Discrimination Act and complements our Human and Labour Rights Policy.

2. SCOPE

This Policy applies to all persons engaged in any Olympic activity or present on Olympic premises or vessels.

Our leaders are role models and therefore have a particular responsibility to promote inclusive behaviour and ensure compliance with this policy.

3. STATEMENTS, PRINCIPLES & COMMITMENTS

Olympic works actively, systematically and continuously to promote equality, prevent discrimination, and to foster an inclusive and safe working environment across all operations.

Diversity and gender balance

Olympic values diversity in gender, age, cultural background, competence, experience and perspectives in the workforce. We seek to strengthen diversity over time through fair recruitment practices, equal access to development opportunities and inclusive leadership.

Olympic recognises gender balance as a priority and will work to improve representation, particularly in roles and functions where women are underrepresented.

Equal opportunity

Employment-related decisions shall be based on competence, qualifications and performance, without discrimination. Olympic works to ensure equal opportunities in recruitment, remuneration, development and career progression.

Discrimination based on legally protected grounds, including gender, ethnicity, religion, disability, age, sexual orientation or other protected characteristics, is not accepted.

Respectful, inclusive and safe working environment

Respectful and inclusive behaviour is fundamental to safe maritime and offshore operations, where trust, communication and teamwork are critical.

Olympic promotes an inclusive working environment where individuals feel safe to speak up, contribute and collaborate across roles, functions and nationalities.

To support this, Olympic promotes practices that strengthen effective communication, cultural understanding and participation across a diverse and multinational workforce.

All individuals shall be treated with dignity and respect. Harassment, bullying and sexual harassment are not tolerated.

Teamwork

Teamwork and mutual respect are fundamental to safe operations, strong performance and wellbeing across our organisation.

At Olympic, we work as One Team, characterised by cooperation, trust and shared responsibility.

We communicate openly, support one another and show respect across roles, functions, nationalities and locations.

Capacity building and training

Olympic provides training and awareness initiatives to support inclusive behaviour, cultural understanding and respectful interaction.

Speaking up

Concerns related to discrimination, bullying or harassment shall be raised through Olympic's established reporting and whistleblowing channels.

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CEO