

ETHICAL GUIDELINES FOR

THE WHALE



Illustrasjon: Dorte Mandrup Arkitekter/Mir.

ETHICAL GUIDELINES FOR THE WHALE AS

Our ethical guidelines are based on Norwegian legislation, the UN's International Declaration of Human Rights and Agenda 2030. The Whale AS also follows the ethical guidelines for International Council of Museums (ICOM) and the Norwegian Museums Association. Furthermore, we have drawn up our own ethical guidelines to ensure that they are adapted for and include all aspects of the establishment and construction phase of The Whale attraction.

These ethical standards have been approved by the board of The Whale AS and apply to the following groups:

- **Shareholders, board members and administration**
- **External consultants and associated persons**
- **Business partners, partners, principal suppliers and subcontractors**

All forms of collaboration between The Whale AS and one of the above must be in accordance with our core values, vision or mission and not undermine or be detrimental to The Whale AS.

All contracts with external partners refer to the expectation of compliance with our ethical guidelines.

Any breaches of our ethical guidelines, laws and regulations will have consequences and may result in claims for compensation, termination of contracts and cessation of business relationships.

If you suspect a breach of our ethical guidelines, laws or rules, or discover other unethical behaviour, you are obliged to report this immediately to either the CEO or the Chair of the Board.

ETHICAL GUIDELINES:

1. We follow applicable national and international laws and regulations and have zero tolerance for breaches of our ethical guidelines, laws and regulations.
2. We work actively to prevent corruption and financial crime and have zero tolerance for any actions that involve corruption, bribery, insider trading and extortion.

3. We support fair and healthy competition and follow applicable competition legislation.
4. We take responsibility for protecting the company's tangible and intangible assets.
5. Health, safety and environment (HSE) is our highest priority, and we follow the current regulations from the authorities, as well as our own internal guidelines, to maintain safety and security.
6. We do not tolerate any form of offensive behaviour, discrimination, harassment or social dumping.
7. Personal and commercial information is handled in accordance with our internal rules and applicable laws and regulations.
8. We attach great importance to economic, social and environmental sustainability and always attempt to assess all decisions against the relevant Sustainable Development Goal(s).

Requirements for our suppliers and partners:
The Whale AS has zero tolerance for unethical, illegal or irregular business practices from our suppliers and partners. We expect that our suppliers and partners:

- Comply with our ethical guidelines and applicable laws and regulations, and actively promote these principles to their respective suppliers and partners
- Follows the UN's Universal Declaration of Human Rights and Agenda 2030
- Prioritise health, safety and environment (HSE) in the workplace
- Contribute actively to promoting economic, social and environmental sustainability

We reserve the right to carry out checks to ensure that our suppliers and partners comply with our ethical guidelines and applicable laws and requirements.



I hereby confirm that I have read and understood
The Whale AS' ethical guidelines and am aware that any
breach of these guidelines may result in serious sanctions.

Company name: _____

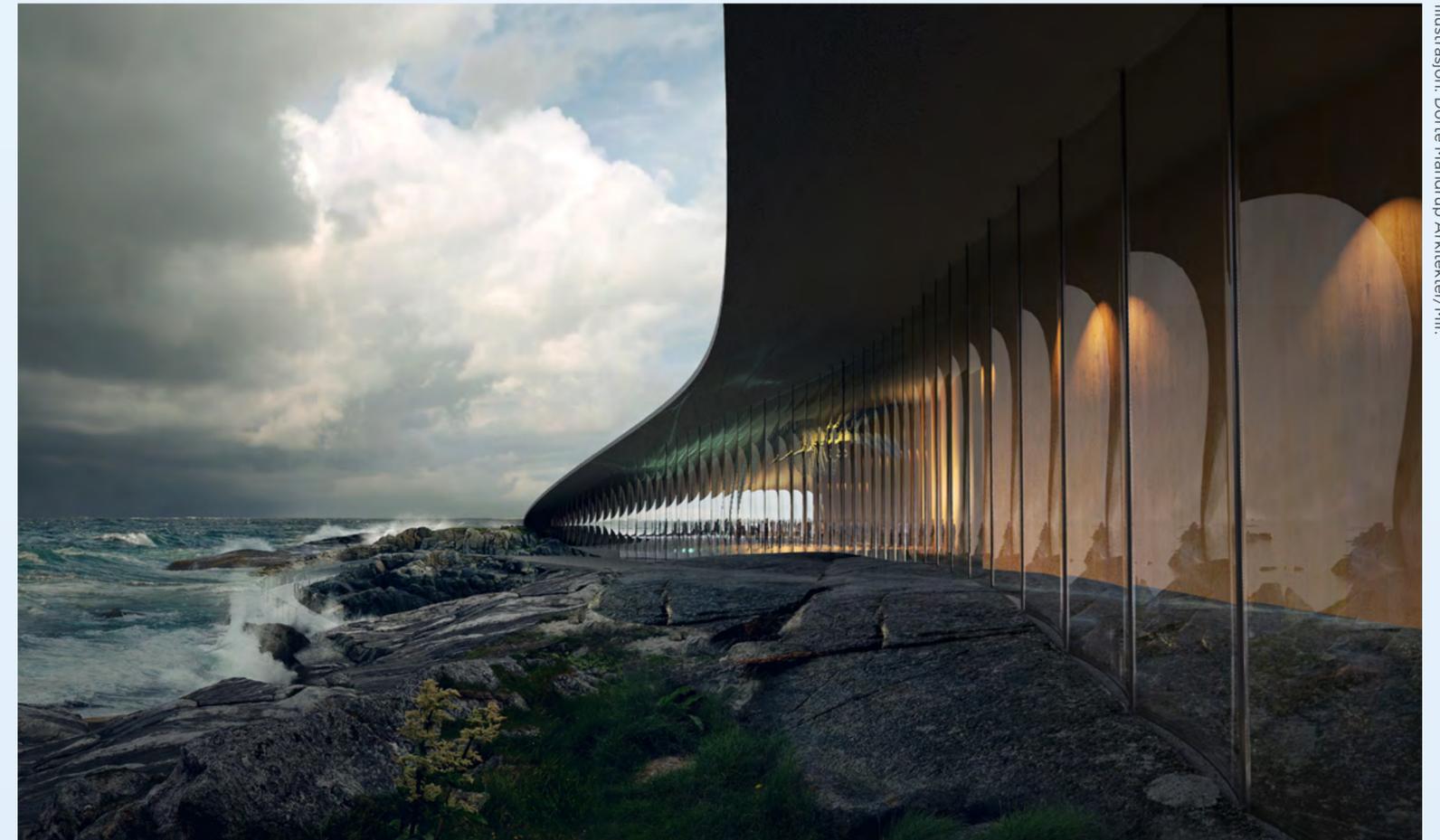
Full name (capital letters): _____

Date and place: _____

Position/title: _____

Country: _____

Signature: _____



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