

Version	Page	Date	Procedure	Approval by
1.1 2018R1	1	22/01/2018	PJDE SUPPLY CHAIN CODE OF CONDUCT	MIE

PJ Diesel Engineering A/S - Supply chain code of conduct

Values and code of conduct (Legal Compliance)

We expect our vendors to respect all applicable laws and regulations and prevailing industry standards. In case there are different standards set forth in this Code of Conduct compared to national laws or other applicable regulations or standards, we expect the Vendors to work towards higher or more stringent requirements. We expect our vendors to address any conflicts to PJD, to jointly establish the most appropriate course of action.

Code of Conduct - Responsible Business Behavior

We expect our vendors to conduct business in an ethical and lawful manner and act with integrity and in compliance with all applicable laws including anti-trust laws. Anti-Corruption We expect our Vendors to avoid participation in or knowingly benefit from, any kind of corruption, extortion, or bribery. Consequently, the Supplier may not offer, promise, authorize or give anything of value to any public official in any country, or to any business partner, in order to gain any improper business advantage of any kind. In addition, the Supplier may not solicit or accept any form of bribe from any person.

1

Working and Employment Conditions (Health and Safety)

We expect our Vendors to provide a safe and healthy working environment for all their employees. An employee is an individual who works part time or full time, under an open or fixed term contract of employment, that may be oral or written. This applies to any company provided accommodation. We expect our Vendors to have effective health and safety management systems that ensure, among other things:

- Compliance with applicable laws and regulations.
- Compliance with customer requirements.
- Management of hazards and risks associated with its operations (risks and hazards are identified and controlled).

We expect our Vendors to continuously work to reduce and mitigate health and safety risks in the workplace. We expect our Vendors to educate, train and protect all employees from any harm arising from workplace activities. Products Liability We expect our Vendors to exercise due diligence when designing, manufacturing, and testing products; In order to protect against product defects which could harm the life, health or safety of people, likely to be affected by the defective product, or have an adverse impact on the environment.

Respectful Treatment

We expect our Vendors to not use, or permit the use of, corporal punishment or other forms of mental or physical coercion, sexual harassment, or abuse, nor execute threats of such treatment.

Version	Page	Date	Procedure	Approval by
1.1 2018R1	2	22/01/2018	PJDE SUPPLY CHAIN CODE OF CONDUCT	MIE

Equal Opportunity Rights

We expect our Vendors to not engage in or support discrimination and to adopt a non-discriminating practice that strives to ensure equal treatment in recruitment, hiring, compensation, access to training, employee benefits and services, promotion, termination, and retirement, irrespective of age, gender, race, color, disability, religion or belief, language, national or social origin, trade union membership, or any other status recognized by international law.

Child Labor

The acceptable minimum age for employees is 15 years. As far as necessary and only if national law permits, children under the age of 15 are allowed to carry out light work that does not interfere with compulsory schooling. Employees under the age of 18 years are not to be involved in night work or work that is hazardous or likely to have a negative impact on the employee's physical or mental development.

Voluntary Labor

We expect our Vendors to not use or benefit from, forced or involuntary labor. All employees shall enjoy the freedom of movement during the course of their employment. Personal/employment documents or payment of compensation must not be withheld, thereby preventing such an employee from terminating his/her employment.

2

Freedom of Association and Collective Bargaining

We expect our Vendors to respect the rights of its employees to associate freely, join or not join trade unions and/or workers councils, or engage in collective bargaining, in accordance with national law and international conventions.

Compensation

We expect our Vendors to pay all employees a fair and equal compensation, in accordance with national laws and regulations, including overtime hours and all legally mandated benefits. Working Hours We expect our Vendors to comply with appropriate working hour requirements as established by national law or relevant collective agreements. We expect our Vendors to ensure that overtime is voluntary, communicated to the employee and appropriately compensated in accordance with local and international regulations and collective agreements.

Environment

We expect our Vendors to integrate environmental considerations in its activities and strive for continuous improvement, by minimizing any adverse effects of its activities on the environment. We expect our Vendors to comply with all relevant local and national environmental laws and regulations, as well as all requirements for environmental licenses and permits.

Version	Page	Date	Procedure	Approval by
1.1 2018R1	3	22/01/2018	PJDE SUPPLY CHAIN CODE OF CONDUCT	MIE

We expect our Vendors to strive to develop and implement environmental management systems that include measurement and monitoring in order to:

- Identify environmental impacts.
- Reduce waste, energy and emissions to air, ground and water.
- Handle chemicals in an environmentally safe way.
- Handle, store and dispose of hazardous waste in an environmentally safe manner.
- Contribute to the recycling and reuse of materials and products and implement environmentally friendly technologies.

Declaration and confirmation of Zero Asbestos products

As of 1 January 2011, for all ships, new installation of materials which contain asbestos shall be prohibited.” MSC.1/Circ.1379 “In the context of this regulation, new installation of materials containing asbestos means any new physical installation on board. Any material purchased prior to 1 January 2011 being kept in the ship's store or in the shipyard for a ship under construction, should not be permitted to be installed after 1 January 2011 as a working part.” Unified Interpretations SOLAS II-1, Regulation 3-5 1. Verification that “new installation of materials which contain asbestos” under SOLAS II- 1/3-5 is not made on ships requires the Recognized Organization to review zero asbestos declarations and supporting documentation, for the structure, machinery, electrical installations and equipment covered by the SOLAS Convention, which is to be provided to the Recognized Organization by shipyards, repair yards, and equipment manufacturers for: - new construction (keel laid, or at a similar stage of construction, on or after 1 July 2012); - conversions (contract date for the conversion or, in the absence of a contract, the date on which the work identifiable with the specific conversion begins) on or after 1 July 2012;

3

This document serves as a Declaration and Confirmation from vendor , that asbestos materials are not utilized in any assembly or sub-assembly component during the repair, service or manufacturing within our product lines in accordance with below.

LIST OF DEFINITIONS. SYSTEMS: THE COMPONENTS GIVEN IN THE INDICATIVE LIST OF EPC.197(62)SHOULD BE CONSIDERED.

FURTHER MORE: PIPING INSULATION MATERIALS AND –CONNECTIONS, GASKETS IN ENGINE EQUIPMENT, PIPING AND VALVES, INSULATION MATERIALS AND PANELING IN ACCOMMODATION, FLOORS, CEILINGS AND GASKETS IN DECK EQUIPMENT AND PIPING. EXTRA ATTENTION SHOULD BE DRAWN TO GASKETS IN BILGE-, BALLAST-, GRAY WATER-, BLACK WATER-, COOLING WATER-, FIRE FIGHTING-, OIL-, CARGO AND CARGO AND EXHAUST GAS SYSTEMS AND THEIR COMPONENTS.

SOLAS AND NON SOLAS: ALL SHIPS (INCLUDING THOSE WITHOUT PROPULSION) FALLING UNDER THE NETHERLANDS SHIPS ACT / DECREE 2004.

Version	Page	Date	Procedure	Approval by
1.1 2018R1	4	22/01/2018	PJDE SUPPLY CHAIN CODE OF CONDUCT	MIE

NEW-INSTALLATIONS: AS DEFINED IN THE MSC CIRC. 1379.

NON ACM IS DEFINED AS: MATERIALS PROVED TO HAVE $\leq 0,1$ % OF ASBESTOS IN THE SAMPLE. SAMPLES WITH MORE THAN 0,1 % ASBESTOS ARE CONSIDERED TO BE ACM'S.

SC-530: THE ASBESTOS REMOVAL STANDARD IN THE NETHERLANDS TO WHICH ASBESTOS REMOVAL COMPANIES ARE CERTIFIED. ONLY SC-530 CERTIFIED COMPANIES ARE ALLOWED TO REMOVE ACM IN THE NETHERLANDS. SC-540: THE ASBESTOS SURVEY STANDARD IN THE NETHERLANDS TO WHICH ASBESTOS SURVEYING COMPANIES ARE CERTIFIED. ONLY SC-540 CERTIFIED COMPANIES ARE ALLOWED TO ISSUE TYPE A ASBESTOS SURVEY REPORTS.

MLC2006 compliance with Maritime Labor Convention 2006

Vendor confirms that they fully comply with regulation set by MLC 2006 and relevant national regulations.

Following points are emphasized in our operations although company compliance with MLC 2006 is not limited to these points only:

- Company does not recruit engineers, who are younger than 18 years.
- Costs of passport, health certificate, national Danish discharge book. Company may however consider reimbursement of these costs at own discretion.
- Company makes sure that ship owners have the means to protect engineers from being stranded in a foreign port
- Our Client's (Employers/ Owners) undertake to insure fully with P&I Club all personnel on board from the time of their departure from the port of recruitment till their repatriation to their home port . Furthermore, to effect coverage for industrial injury and death as per the terms of the employment agreement.
- Company does not create lists or mechanisms intended to prevent or deter engineers from gaining employment for which they are qualified.
- Corporate complaint procedure form (including required contact details) is always handed over to engineer upon employment (Company employee handbook)
- Company makes sure that engineer will have a chance to read and get familiar with all condition of engineer employment agreement before engineer's employment agreement will be signed.
- Company has a complaint procedure in place for handling of engineer's complaints. Engineer complaint form shall be made available on company intranet, and shall form part of company MLC 2006 compliance statement.
- Employment on board of vessels flying the flag of the state, which did not ratify the MLC 2006 shall be notified to seafarer and possible problems clearly identified.
- Company reserves its right to report to appropriate authorities in Denmark cases of significant incompetence, criminal acts and serious breaches of discipline during the engineer's employment period. Reporting can be done after thorough case analyses only, and will be informed to ship owners initially.



Version	Page	Date	Procedure	Approval by
1.1 2018R1	5	22/01/2018	PJDE SUPPLY CHAIN CODE OF CONDUCT	MIE

Name of company: PJ Diesel Engineering A/S
Authorized Signatory: Anne-Mette Elsborg, Group CEO
Date (Revised): January 22nd 2018
Place (where signed): Copenhagen, Denmark
Pages 4/4