

# INTERNAL POLICY AND MANAGEMENT DOCUMENTS WITH REFERENCES

TOPIC	SOLVANG DOCUMENTS	EXTERNAL REFERENCES
<b>Emissions to air</b>	Environmental Policy Environmental Management System	IMO GHG Strategy, IMO MARPOL ISO 14001, ISM Code, NIS Flag State requirements Corporate Sustainability Reporting Dir. (CSRD)
<b>Energy consumption</b>	Environmental Policy Environmental Management System	IMO GHG Strategy, IMO MARPOL ISO 14001, ISM Code NIS Flag State requirements Corporate Sustainability Reporting Dir. (CSRD)
<b>Spills to sea</b>	Ballast Water Management Policy and Management System Waste Management Policy and Management System Environmental Policy and Management System	IMO MARPOL IMO Ballast Water Management Convention European Waste Shipment Regulation The Federal Water Pollution Control Act US VGP regulations ISM Code
<b>Recycling</b>	Vessel Recycling Policy	NIS Flag State requirements
<b>Community engagement</b>	How we contribute to social welfare, jobs and stability.	
<b>Health and safety</b>	Emergency procedures Occupational Health and Safety Management System Health and nutrition programmes Contractor Safety Policy Living the Vision employee programme	ILO Convention (Marine Labour Convention) International Convention for the Safety of Life at Sea (SOLAS) 1974 OCIMF Marine Injury Reporting Guidelines ISM Code NIS Flag State requirements
<b>Employee relations</b>	Ethical guidelines Internal health and safety policy Non-discrimination Policy Living the Vision employee programme	Norwegian Shipowners Association UN Global Compact International Labour Organization Convention (Marine Labour Convention) NIS Flag State requirements
<b>Governance and compliance</b>	Code of Conduct Executive Remuneration Guidelines Authorization Levels	Corporate Sustainability Reporting Dir. (CSRD) Global Reporting Initiative (GRI)
<b>Anti-bribery and anti-corruption</b>	Code of Conduct Whistleblowing Policy and Management System Anti-Bribery and Anti-Corruption Policy Conflict of Interest Policy	Corporate Sustainability Reporting Dir. (CSRD) Global Reporting Initiative (GRI)
<b>Economic performance and benefits</b>	Annual report Code of Conduct Responsible Tax Policy	International Financial Reporting Standards (IFRS) Norwegian Generally Accepted Accounting Principles (NGAAP) Global Reporting Initiative (GRI)