

# People Policy

## Objective

Aker Carbon Capture shall be recognized for a sustainable culture of continuous improvement through a competent, diverse, service-minded, and agile workforce.

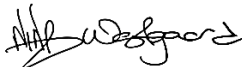
## Commitment

- We shall attract, develop, motivate and retain people that role model our values
- We shall encourage diversity and provide equal opportunities
- We shall provide a work environment free from harassment and discrimination
- We shall continuously provide opportunities for competency development
- We shall ensure that all work is performed by a competent workforce
- We shall ensure that all employees have clear roles and responsibilities
- We shall reward and develop our employees based on performance and behavior
- We shall provide the right level of resources to ensure that this policy is implemented appropriately

## Behavior

- We behave in accordance with our Code of Conduct and apply our HSSE mindset and management system in everything we do
- We believe in a caring and inspiring working environment based on teamwork
- We set clear goals and hold each other accountable
- We take personal responsibility for our own development
- We have zero tolerance regarding any misuse of drugs and alcohol
- We speak up against discrimination and harassment in the workplace

Owned by



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Nina Westgaard  
Chief of Staff

Approved by



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Egil Fagerland  
Chief Executive Officer