

Requirements relating to pay and working conditions

The supplier is responsible for ensuring that its own employees and employees of subcontractors (including hired staff) that directly contribute to the fulfilment of this contract have pay and working conditions in accordance with:

- Regulations on general collective agreements.
- Regulations on pay and working conditions in public contracts dated 8 February 2008, where applicable. Pay and working conditions must be in accordance with nationwide collective agreements for the industry in question in areas that are not covered by the Regulations on general collective agreements. Pay and working conditions refers to provisions relating to minimum working hours, pay including overtime supplements, shift and rota supplements and unsociable hours supplements, and reimbursement of travel, board and lodging charges to the extent prescribed by the provisions in the collective agreement.

The supplier must, upon request, document the pay and working conditions for its own employees and the employees of any subcontractors (including hired staff) that directly contribute to the fulfilment of this contract. This documentation includes, but is not limited to, copies of employment contracts, payslips, timesheets and the employer's bank statements. This documentation must be at personal level, and the person to whom it relates must be apparent.

The documentation may include a complete list of names of the company's own employees and any subcontractors' employees who are directly contributing to fulfilment of this contract, an overview of general and/or national collective agreements that apply in the relevant industry, and access to the supplier's pay and working conditions agreed with any subcontractors.

The supplier must complete a self-reporting form upon request. This self-report must be submitted to the client within one month after the start of the contract, unless agreed otherwise. Self-reporting may be required several times during the contract period.

The client and any external inspector receiving the information is subject to a duty of confidentiality regarding the information. The duty of confidentiality does not apply in relation to the Norwegian Labour Inspection Authority or the Petroleum Safety Authority Norway, nor to employees or internal or external consultants necessary to receive linguistic, economic, legal or other specialist support. The duty of confidentiality also applies to these consultants.

If the supplier or subcontractor receives an injunction from the Norwegian Labour Inspection Authority regarding pay and/or working conditions, the supplier must inform the client without delay, including a copy of the injunction. If the supplier or subcontractor fails to improve

conditions as ordered by the Norwegian Labour Inspection Authority's deadlines, this is considered a breach of contract.

If the requirements relating to pay and working conditions are breached, the supplier must remedy the situation before the deadline specified by the client. If the supplier discovers such a breach itself, through internal inspections or own follow-up of the subcontractor, the supplier must inform the client of these conditions without delay and improve the conditions within the deadline set by the client.

The client is entitled to withhold an amount equivalent to approximately twice the amount saved by the supplier. This right to withhold funds will cease as soon as correction of the situation according to the previous paragraph has been documented to the client.

Material breaches of pay and working conditions on the part of the supplier may be invoked by the client as grounds for cancellation, even if the supplier remedies the situation. If the breach has occurred in respect of a subcontractor (including recruitment companies), the client may demand that the supplier replaces subcontractors. This must take place at no expense to the client.

All agreements concluded by the supplier for work to be carried out pursuant to this contract must include corresponding provisions.