



Security instructions

All subconsultants/hired labour (contractors) must read and sign these security instructions before starting assignments managed by Bouvet.

If the contractor performs works on equipment and infrastructure owned by a customer of Bouvet, the contractor must also read and sign the relevant customer's security instructions before starting work for the customer.

bouvet

Effective from:
01.09.2025

Version:
3.2

Version history

Version	Date	Description	Responsible
2.0	01.08.2023	Baseline	Knut Dischington
3.0	20.01.2024	Minor adjustments in chapter 7 and 9, added [Company] in chapter 16, updated signature fields	Knut Dischington
3.01	01.02.2024	Chapter 16, added «Uppercase»	Knut Dischington
3.1	01.11.2024	New chapter 4	Knut Dischington
3.2	01.09.2025	Updated chapter 3, specified where this should be documented. Minor language adjustments in chapter 9.	Knut Dischington

1. General information about personal responsibility and IT security

No information may be disclosed to anyone not involved in the assignment or not employed by the company (Bouvet) concerning login procedures, usernames and/or shared passwords for the various systems that form part of Bouvet's or Bouvet's customers' infrastructure.

This also applies after the completion of the assignment for the company.

All personal passwords must be kept strictly private. You must ensure that your passwords cannot be easily guessed. You must not share your passwords with colleagues, family members, cohabitants or any other third parties.

You must not write passwords down so that others can access them, and you must not switch on automatic password saving on browsers.

Two-factor authentication must be used for logins whenever possible.

If you suspect that someone knows your password, you must have your password changed immediately and it must be reported as a security incident.

2. Email and calendar

Bouvet's email system is intended to be a work tool. Personal use of email is permitted, provided this does not interfere with work duties. Be careful about what you use Bouvet email for.

The calendar in the email system can be read by all colleagues. Therefore, avoid entering any sensitive information or mark it "private".

3. The company's right to access

While the company does not routinely monitor contractors' use of email or the content of Bouvet email and other Bouvet-owned communications or storage media, the company reserves the right to access if:

- this is necessary to maintain daily operations
- this is necessary to safeguard the company's other legitimate interests
- there is a justified suspicion of a gross breach of the contractor's duties in their work for the company or that could provide grounds for terminating the contract

The decision on access is made by the customer manager/contract manager, together with the Chief Information Security Officer (CISO). The contractor will, as far as possible, be notified in advance if access is required and be given the opportunity to make a statement before the inspection is carried out. The contractor must, as far as possible, be given the opportunity to be present during the inspection, and is entitled to be assisted by a representative. How the inspection was carried out, what was inspected and who participated must be documented in writing and saved on the contractors profile in the HR-system.

4. Use of Bouvet Access Card

All contractors must, while present in our premises, always wear a visitor card/loan card or a sticker with visitor registration visibly. This is to effectively identify any unauthorized persons present in the premises and enable taking necessary actions.

You shall not wear the visitor card/loan card visibly outside our premises.

You shall not publish pictures showing your visitor card/loan card on the internet, including all forms of online communities, social media, and other types of channels, without prior approval from the CISO.

Remember, similar rules may apply at the customer's site, so obtain permission first.

5. Logging and protection against undesired incidents

Bouvet uses various tools to protect computers, identities and other infrastructure against cyberattacks and undesired incidents. These tools analyse traffic and content on Bouvet's computers and other Bouvet-controlled devices. When notified by these tools, Internal IT & Security will analyse the specific case and notify the user if any action needs to be taken. A "Security Incident Report" will always be created in Bouvet's incident system and copied to the customer manager/contract manager.

6. Storage

All material, such as documents, source code, designs, data etc., that is created by the contractor for Bouvet or Bouvet's customers must be stored on Bouvet-administered or customer-administered IT solutions. Such material must not be stored on third-party solutions where Bouvet and/or the customer do not have administrative control over access and content, for example Dropbox, Apple iCloud or Google Drive.

7. Work tools

All contractors will be assigned the necessary work tools when starting an assignment, normally a Bouvet-controlled PC or Mac.

You must never lend this equipment or share it with others, whether Bouvet employees, family members or anyone else.

In connection with the assignment, contractors may also receive a customer-controlled PC/Mac for use with the customer's systems and infrastructure.

Only these Bouvet- or customer-controlled devices may be used for the work. You must never log in to Bouvet's or the customer's systems and infrastructure from any other device. You must comply with Bouvet's prevailing remote-access policy.

8. Contractor blogs and use of social media

The company encourages contractors to make online posts about activities at Bouvet that may be of interest to third parties, e.g. breakfast seminars, interesting blog posts, presentations given by employees or similar.

You must exercise discretion with regard to what you say online about Bouvet, customers, partners, competitors and colleagues. Remember that in practice it is difficult to distinguish between what you say as a contractor of Bouvet/representative of your company and what you say as a private individual. Always be polite and respectful.

Contractors may not make online posts about customers of Bouvet or assignments for customers of Bouvet without Bouvet's prior approval. Reference is also made to the duty of confidentiality in the signed contract.

If illegal material is published on behalf of Bouvet or material is published that could harm the company's reputation, contact the customer manager/contract manager for advice on how to proceed.

Signing political petitions

Naturally, it is not a matter for Bouvet if you wish to sign a political petition, but we ask you to do so as a private individual. We request that you do not sign as a representative of Bouvet.

9. Policy for the use of copyright-protected material

Bouvet purchases licences to use software from a number of companies/software developers. Bouvet does not own this software or the accompanying documentation, and, unless authorised by the software developer, is not entitled to copy this software, except for backup purposes. Contractors who use software via Bouvet must comply with the licence terms for the software in question or as instructed by Bouvet.

Contractors must not download or upload unauthorised software or other copyright-protected material such as videos, music, images etc. on Bouvet's computers/infrastructure via the internet.

Under applicable copyright laws, illegal copying of software may result in civil lawsuits and criminal liability, including fines and imprisonment. Bouvet does not permit the copying of software or other copyright-protected material. Contractors who store, acquire or use unauthorised copies of copyright-protected material for computers on Bouvet's devices/infrastructure must expect to be held responsible for such actions, and could potentially have their contract terminated.

If you are in any doubt as to whether you can install, copy or use a particular copy of software or use a program or other copyright-protected material, you must consult the customer manager/contract manager before taking any further action.

Downloading, storing or disseminating criminal material such as child sexual abuse material (CSAM), hate speech, extremist material, etc., is strictly prohibited and may result in the termination of contracts.

Ownership rights, copyrights and other intellectual property rights to the results of assignments, including the right to change, process and transfer, belong to the customer or Bouvet, depending on the contract in question. Contractors may not claim copyright to any parts of the results of an assignment or material that is included in the assignment, without prior written agreement. This applies regardless of when and in what context such material is created.

10. Press/media relations

The general duty of confidentiality also applies to handling enquiries from the press and media. All such enquiries must be referred to the Communications Officer.

11. Stock exchange insider trading rules

Bouvet ASA is listed on the stock exchange, and is therefore covered by the stock exchange's insider rules relating to sensitive information. All contractors must read the insider regulations displayed on *Min side* (My Page).

It should also be noted that if any contractor, during an assignment with a customer, gains access to sensitive information or carries out assignments that it is believed could noticeably influence Bouvet's share price, the stock exchange's insider rules may come into play. Such information would include information that a sensible investor would be likely to use as part of their basis for investment decisions.

12. Contractors' independence

If a contractor or their related parties have significant ownership interests in companies that are in, or are about to enter into, a customer or supplier relationship with Bouvet, the customer manager/contract manager must be informed so they can assess potential conflicts of interest. Significant ownership interests are defined in this context as shareholdings of more than 20 per cent. Related parties means spouse/partner/cohabitant, parents, siblings and children.

13. Handling work for competing customers

As a general rule, we consider that working for multiple companies within the same business area or industry benefits both Bouvet and our customers, as Bouvet's and the consultant's industry knowledge can positively influence the quality of an assignment.

In some cases, the nature of an assignment may necessitate measures beyond the general duty of confidentiality. This applies, for example, when formulating strategies, preparing long-term action plans and developing solutions that are not to be made public before their launch date.

Agreements on security measures beyond the general duty of confidentiality must always be recorded in writing and apply for a defined period of time. Such security measures must be approved by the CEO before being offered to a customer.

14. Duty of confidentiality

All contractors have a duty to maintain secrecy about all matters they become aware of through their work, both within the company and in dealings with the company’s customers or partners. This applies to both customer information and internal corporate matters at Bouvet.

The duty of confidentiality continues to apply after the end of the contractual relationship. When the contractual relationship ends, all information considered to be confidential must be returned.

The duty of confidentiality is absolute, subject to any statutory exemptions.

15. Breaches of security procedures

Each contractor has a duty to notify any breach of procedures for information security as soon as they become aware of such. A separate whistleblowing channel has been established to report such breaches, which can be accessed via bouvet.no.

All reports of breaches of security procedures will be investigated and actioned if necessary. Deliberate breaches of security procedures may result in termination of or breach of contract.

16. Bouvet’s customers’ guidelines and regulations

As is required of Bouvet employees, contractors must always comply with Bouvet’s security guidelines and, where relevant, the customer’s security guidelines. If the customer’s security policy is stricter than Bouvet’s, the stricter policy must be complied with.

17. Declaration

I, the undersigned confirm that I have read, understand and undertake to comply with the content of these instructions. To be signed physically or digitally.

_____	_____
Name (UPPERCASE)	Company (UPPERCASE)
_____	_____
Location/Date	Signature

One copy to be retained by the contractor and one to be returned electronically to the HR Department via the customer manager/contract manager for archiving.