

Bluespring Ethical Code of Conduct

Bluespring is dedicated to pioneering novel offshore energy solutions and sharing knowledge to drive a sustainable future. As a member of the UN Global Compact and the EU Pact for Skills, we uphold the highest ethical standards in all our activities. This Ethical Code applies to all employees (including management), ensuring our commitment to integrity, responsibility, and respect for people and the environment.

1. **Integrity and transparency** – We operate with honesty, accountability, and openness in all our actions. We communicate truthfully and ensure our work is based on facts, fairness and trust.
2. **Sustainability and responsibility** – We actively support the development of sustainable offshore energy solutions, minimising environmental impact and promoting responsible resource use. Through our projects, we aim for a net positive impact on biodiversity, ensuring that our innovations contribute to the health of marine ecosystems.
3. **Respect for human rights** – We support and uphold human rights as outlined in the UN Global Compact, ensuring equal opportunities, dignity and respect for all individuals, regardless of background, gender, nationality or beliefs.
4. **Compliance with laws and regulations** – We uphold all applicable laws and regulations, conducting our business ethically and avoiding conflicts of interest, corruption, and unethical behaviour.
5. **Duty to report suspected fraud** - Employees must report any suspicion of fraud via the escalation ladder: first to the Integrity Officer, then to the External Controller, and/or to a whistleblower hotline such as <https://interregvland.eu/fraude>. Reports are treated confidentially, and whistleblowers are protected.
6. **Workplace safety and well-being** – We maintain a safe and healthy work environment, creating a culture of mutual respect, well-being, and continuous learning.
7. **Fair competition and anti-corruption** – We reject any form of corruption, bribery or unfair business practices, ensuring integrity in all professional interactions.
8. **Commitment to stakeholders and community** – We engage actively with stakeholders, sharing knowledge, collaborating with educational institutions, and promoting skill development to strengthen the offshore energy sector.
9. **Lifelong learning and skills development** - As a member of the EU Pact for Skills, we are committed to continuous learning, skills enhancement, and fostering expertise in offshore renewable energy through training and education.

Acknowledgement and Commitment

This Ethical Code of Conduct reflects the values and standards we expect from all who work with or represent Bluespring. While individual signatures are collected and stored internally, publication of this Code on our website serves as a public reaffirmation of our collective commitment to ethical conduct, transparency, and sustainability. All Bluespring team members are expected to be familiar with this Code and to apply its principles in their daily work.