

## Data Ethics policy of G&O Maritime Group

### Introduction

This policy describes our data ethics and the principles that G&O Maritime Group uses to process data ethically, responsibly and transparently.

Our data ethics policy aims to clarify how the group works with data ethics and data use, and to establish a framework for data ethical conduct. The policy must support and supplement the group's CSR and privacy policy. This policy applies to all G&O Maritime Group companies and all employees within the group. Management is responsible for the preparation and updating of this policy.

### Background

The purpose of the legislation related to Data Ethics is to create transparency in the way companies work with data and to encourage companies to take responsibility for how they process personal data and data.

The G&O Maritime Group develop, produce and sell equipment within the maritime industry.

### Use

G&O Maritime Group increasingly processes data in line with the digitisation and transformation of our products etc. The group's policy for data ethics is therefore not limited to the processing of personal data, but generally applies to all types of data that are processed.

### Principles of data ethical processing

The G&O Maritime Group is committed to being aware of its social responsibility and works diligently to mature and drive the automobile industry in a responsible direction. The G&O Maritime Group recognises that data ethics develops in parallel with values in wider society, which is why the principles must be assessed and revised on an ongoing basis to avoid conduct that is not in accordance with data ethical principles.

The guiding principles for data ethics, as described below, set the ethical standard for the use of data in the G&O Maritime Group and are based on the Charter Of Fundamental Rights Of The European Union.

The processing of data is executed with respect for the customer's privacy and under the protection of personal data. G&O Maritime Group processes personal data in accordance with our privacy policy and only processes data that is necessary to fulfil the purpose of the processing.

Data must be processed in ways that are consistent with the originating party's intentions, expectations and understanding. For example, personal data may not be processed for new purposes that are incompatible with the purposes for which the personal data was originally collected. Data processes must respect the customer's privacy and comply with personal data legislation.

G&O Maritime Group will always ensure the dignity of the individual. We do not use data brokers and do not sell personal data to third parties. We do not use sensitive personal

data ("data concerning racial, ethnic origin, political opinions, religious beliefs, philosophical beliefs, trade union membership, genetic data, biometric data, health data or data concerning a natural person's sex life or sexual orientation") in connection with marketing.

Being responsible is to show due diligence when using new technology to ensure integrity in everything that we do. Everyone at the G&O Maritime Group will contribute to the responsible and ethical processing of data. This means we work with risk assessments that not only address personal data legal requirements, but also include an assessment of ethical responsibility.

A "best practice" level of security must be implemented in and around the technologies used for the processing of data. Security measures must include both technical and organisational measures, and the necessary level of security must be determined on the basis of a risk assessment of the specific processing activity and the technology used for the processing of data with the individual in focus.

G&O Maritime Group only uses data that is necessary, factual and legitimate in relation to the individual, and is in the individual's interest, without exposing the individual to discrimination or stigmatisation.

G&O Maritime Group uses profiling and automated decisions that could have significant consequences for the individual, based on well-defined values that have been cleared of stereotypes, sensitive personal data and 'bias'.

To avoid bias or errors when using AI systems, AI systems must be understandable and comply with the law. G&O Maritime Group has a separate AI policy.