

GRI Reference Index

Abbreviations

AR- Annual Report 2022

SR- Sustainability Report 2022

GRI Reference Index - General Disclosures

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
GRI 2: General Disclosures 2021					
The organisation and its reporting practices	2-1	Organisational details	AR page 8	Group	
	2-2	Entities included in the organisation's sustainability reporting	SR page 6	Group	
	2-3	Reporting period, frequency and contact point	Calendar year 2022, annual reporting, and Gillian Basson Sustainability Manager	Group	
	2-4	Restatements of information	SR page 3	Group	
			Data included in 2021 SR has been restated in 2022 as a result of the spin off from Odfjell Drilling Ltd that took place in March 2022.		
Activities and workers	2-5	External assurance	SR page 3	Group	
	2-6	Activities value chain and other business relationships	AR page 7-17, 25	Group	
	2-7	Employees	SR page 26-27, 46-48	Group	
	2-8	Workers who are not employees	a-b: SR page 27 c. Fluctuations are not significant.	Group	
Governance	2-9	Governance structure and composition	AR page 31, 34-35, 37-40	Group	
	2-10	Nomination and selection of the highest governance body	AR pages 37-38	Group	
	2-11	Chair of the highest governance body	AR page 38	Group	

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
	2-12	Role of the highest governance body in overseeing the management impacts	AR page 35, 38-40	Group	
	2-13	Delegation of responsibility for managing impacts	AR page 39-40	Group	
	2-14	Role of the highest governance body in sustainability reporting	SR page 6	Group	
	2-15	Conflicts of interest	AR page 38	Group	
	2-16	Communication of critical concerns	SR page 33, 36	Group	
	2-17	Collective knowledge of the highest governance body	AR page 39-40		
	2-17	Collective knowledge of the highest governance body	AR page 18. Further learning opportunities on ESG related topics will be offered to the Board in 2023.	Group	
	2-18	Evaluation of the performance of the highest governance body	AR page 39. Annual Board self-evaluation includes ESG topics.	Group	
	2-19	Remuneration policies	AR page 42-46	Group	
	2-20	Process to determine remuneration	AR page 39, 40, 42-43	Group	
	2-21	Annual compensation ratio	Data not analysed, will be carried out in 2023.	Group	Information incomplete
Strategy, policies and practices	2-22	Statement on sustainable development strategy	SR page 4, 6	Group	
	2-23	Policy commitments	SR page 6, 31, 33-35, 37		
			Human rights - Odfjell Technology		
			Code of business conduct - Odfjell Technology	Group	
	2-24	Embedding policy commitments	SR page 3, 6, 31, 33-35	Group	
	2-25	Processes to remediate negative impacts	SR page 31, 33-35, 41	Group	
	2-26	Mechanisms for seeking advice and raising concerns	SR page 31, 33	Group	
			AR page 39		
	2-27	Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations. No fines for instances of non-compliance.	Group	
			AR page 34		
			SR page 3, 32		

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
	2-28	Membership associations	HR Norge, Innkjøpsforeningen, International Association of Drilling Contractors (North Sea Chapter), Kranteknisk Forening, Lifting Equipment Engineer Association, Maritime CleanTech, NIMA Forbund, Norwegian Shipowners Association, Norwegian Business Travel Association - NBTA, Norwegian-British Chamber of Commerce, Næringsforeningen i Stavanger, Philippine Norway Business Council, UK Drilling Contractors Association	Group	
Stakeholder engagement	2-29	Approach to stakeholder engagement	SR page 4, 7, 42	Group	
	2-30	Collective bargaining agreements	SR page 29	Group	

GRI Reference Index - Material Topics

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
DISCLOSURES ON MATERIAL TOPICS					
GRI 3: Material topics 2021	3-1	Process to determine material topics	SR page 3, 7	Group	
	3-2	List of material topics	SR page 7, 8	Group	
GHG EMISSIONS					
GRI 3: Material topics 2021	3-3	Management of material topics	SR page 10 and 14	Operational control	
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	<p>a: SR page 16</p> <p>b: Fuel consumption from renewable sources is zero.</p> <p>c: In joules, watt-hours or multiples, the total:</p> <p>i. Electricity: SR page 16</p> <p>ii and iii. heating and cooling: We do not have separate reporting. Heating and cooling consumption is reflected in c. i (electricity)above.</p> <p>iv. Zero. No steam consumption.</p> <p>d: i-iv Zero. No electricity, heating, cooling or steam sold.</p> <p>e: SR page 16</p> <p>f: Fuel consumption comes from consumption of Marine Gas Oil (MGO) from the engine and boilers on the Linus rig and logged manually in the rig's Engine log book. The density factor of MGO for the purpose of converting to tonne MGO, is based on supplier product specification sheets. Electricity consumption within the organisation is calculated based on consumption records from invoices or online databases where available from utility provider. Electricity consumption in facilities shared with other companies is calculated by applying an area/employee-based approach.</p> <p>g: Conversion factor between tonne MGO and Joule is retrieved from https://www.ssb.no/energi-og-industri/statistikker/energiregn/aar/2012-11-13?fane=om</p>	Operational control	

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
	302-2	Energy consumption outside the organisation	433 522 kW/h used on outsourced supply bases.		
	302-3	Energy intensity	<p>SR page 16</p> <p>a: Energy intensity Linus rig 4162 GJ/OTL Personnel on Board (POB) on Linus</p> <p>Energy intensity OTL onshore 15537 GJ/employee</p> <p>b: Number of OTL POB on Linus rig 59</p> <p>Number of employees OTL onshore 878</p> <p>c: Energy from fuel for Linus rig</p> <p>Energy from electricity (including heating and cooling)</p> <p>d: Energy consumption within the organisation</p>		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	<p>a: SR page 16</p> <p>b: CO₂ from fuel consumption is included</p> <p>c: No biogenic CO₂</p> <p>d: No base year, company split, new rig Linus</p> <p>e: Conversion factor between MGO and CO₂, is retrieved from NOROG 044 v. 20 "Recommended guidelines for emission reporting".</p> <p>f: Operational control</p> <p>g: The CO₂ emissions within scope 1 are calculated based on measuring the combustion of Marine Gas Oil (MGO) from the engines and boilers on Linus.</p>	Operational control	
	305-2	Energy indirect (scope 2) GHG emissions	<p>a: SR page 14-16</p> <p>b: The Group has locations in markets where grid customers can be provided with product or supplier-specific data in the form of certificates, contracts with generators or suppliers for specified source electricity, supplier labels, supplier emission rates, green tariffs, contracts, residual mixes, or other</p>	Operational control	

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
			<p>contractual instruments. The Group only has a certificate of origin on one location, so total energy indirect emissions are materially the same as location based emissions.</p> <p>c: SR page 17</p> <p>d: No base year due to spin off from Odfjell Drilling Ltd in March 2022 and adding more locations previously not included in calculations.</p> <p>e: IEA Annual GHG emission factors database 2022 and Nordic mix.</p> <p>f: Operational control.</p> <p>g: Emissions are calculated based on consumption records from invoices or online databases from utility providers and/or by applying an area/employee-based approach for facilities shared with other companies.</p>		
	305-3	Other indirect (scope 3) GHG emissions	<p>a. SR page 14, 15</p> <p>b. CO2, NOx, Particles and NMHC</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent will be in focus going forward</p> <p>d. Forklift emissions are included</p> <p>e. Travel: Base year is 2019, the first year with available data. Travel booked outside of official travel agent is not included.</p> <p>Logistics: Base year is 2021, the first year with available data. Freight booked outside of frame agreement logistics provider is not included.</p> <p>f. Travel: DERFA (Department for Environment, Food and Rural Affairs for the United Kingdom and Northern Ireland) conversion factors for greenhouse gas (GHG) reporting: https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2020.</p> <p>Logistics: Standards Norway "Methodology for calculation and declaration of energy consumption and GHG</p>	Operational control	Information incomplete

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
			<p>emissions of transport services (freight and passengers)". EcoTransit 2020. WRI/World Business Council for Sustainable Distribution og Network for Transport Measures (NTM).</p> <p>g. SR page 15</p> <p>-Travel: Emissions are calculated based on standard CO₂ emission factor per kilometre travelled, for each cabin class and categorised by domestic, short haul and long haul.</p> <p>-Logistics: Emissions are measured based on pick up locations for goods and trip legs. GPS data is used to calculate number of kilometres, and conversion factor between fuel type and CO₂ applied on a per kilometre basis for the relevant freight category (land, sea and air). The Group's portion of emissions when means of transport is shared is calculated by the relevant order's share of the total capacity of the transport vehicle.</p>		
	305-4	GHG emissions intensity	<p>SR page 16</p> <p>a: Emissions intensity Linus rig 4162 GJ/OTL POB on Linus Emissions intensity OTL onshore 15537 GJ/employee</p> <p>b: Number of OTL POB on Linus rig 59 Number of employees OTL onshore 878</p> <p>c: Direct Scope 1 emissions from Linus rig Scope 2 indirect emissions from electricity consumption for OTL onshore</p> <p>d: CO₂ is included in CO₂ equivalents. NO_x and SO_x emissions are presented separately in SR page 16.</p>	Operational control	
AIR EMISSIONS					
GRI 3: Material topics 2022	3-3	Management of material topics	SR page 14, 16		
GRI 305: Emissions 2016	305-7	Nitrogen oxides, sulfur oxides and other significant air emissions	a: Significant air emissions: i and ii: SR page 16	Operational control	iii. - vii Information incomplete

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
			iii - vii. Information unconfirmed from Linus rig. b: Conversion factor tonne fuel/kg NOX based on the Norwegian excise tax regulations and conversion factor between tonne fuel and kilo SO _x based on Statistics Norway's "Emission factors used in the estimations of emissions from combustion". c: SR page 16		

CLIMATE ADAPTATION RESILIENCE AND TRANSITION

GRI 3: Material topics 2021	3-3	Management of material topics	SR page 11	Group	
	Own disclosure	Level and function responsible for managing risks and opportunities	SR page 6, 11	Group	
	Own disclosure	Remuneration policies for highest governance body members and senior executives include management of climate change related impacts	AR page 39, 40, 42-43	Group	
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	SR page 11	Group	
GRI 305: Emissions 2016	305-5	Reduction of GHG emissions	SR page 14-16	Operational control	

WASTE

GRI 3: Material topics 2021	3-3	Management of material topics	SR page 10, 18		
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	SR page 18		
	306-2	Management of significant waste-related impacts	SR page 18		
	306-3	Waste generated	SR page 18		
	306-4	Waste diverted from disposal	Efforts to collect data for waste diverted from disposal will be in focus going forward.		Information unavailable
	306-5	Waste directed to disposal	Efforts to collect data for waste directed to disposal will be in focus going forward.		Information unavailable

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
WATER AND EFFLUENTS					
GRI 3: Material topics 2021	3-3	Management of material topics	SR pages 8 and 19	Operational control	
	303-2	Management of water discharge related impacts	SR page 19	Operational control	
	303-3	Water withdrawal	Data only available for Linus rig. No location based data available for onshore facilities in 2022	Operational control	Information unavailable
	303-4	Water discharge	Data only available for Linus rig. No location based data available for onshore facilities in 2022	Operational control	Information unavailable
	303-5	Water consumption	Data only available for Linus rig. No location based data available for onshore facilities in 2022	Operational control	Information unavailable
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material topics 2021	3-3	Management of material topics	SR page 8, 22 and 23	Operational control	
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	a: Odfjell Technology has implemented an occupational health and safety management system which is in compliance with "ISO 45001 Occupational health and safety" and "ISO 31000 Risk management". i. It is based on legal requirements applicable to all regions where we operate and ii. risks associated with our operations. b: The Group's management system applies to own employees and third parties working on Odfjell Technology premises (e.g. rig, workshop) and own employees and subcontractors working on client's facilities (e.g. platforms). Bridging documents are established between Odfjell Technology and clients to ensure a unified list of procedures to follow.	Operational Control	
	403-2	Hazard identification, risk assessment and incident investigation	a, b: AR page 20, 27 c: AR page 21-22 d: AR page 22	Operational Control	
	403-3	Occupational health services	SR page 22 Odfjell Technology has contracted occupational health service to external providers. This service includes consultations, general advice and specific health	Operational Control	

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
			risk assessments. Regular evaluation meetings are held with the occupational health service provider. Working environment surveys are used to measure well-being.		
	403-4	Worker participation, consultation and communication on occupational health and safety	<p>a: Worker participation and consultation are secured by:</p> <ul style="list-style-type: none"> ▪ Hazard identification, risk assessments and determination of controls ▪ Incident investigations ▪ Development and reviews of HSE Policy, objectives and programs ▪ Changes in the occupational health and safety management system. <p>b: Workers engagement and participation processes can be direct or through workforce representatives and/or safety committees. Odfjell Technology has a full time main safety delegate located onshore, who is elected by employees and acts as a link between safety delegates and management. The main safety delegate is involved in all relevant health and safety processes. Working environment committees are established at relevant levels of the organisation and organised under a corporate working environment committee. Responsibilities, meeting frequencies and decision-making authority are described in procedures. Employee self-evaluation of the working environment is performed through periodic work environment surveys.</p>	Operational Control	
	403-5	Worker training on occupational health and safety	SR page 27-28	Operational Control	
	403-6	Promotion of worker health	<p>a: SR page 27</p> <p>b: Health care services are available offshore. Some of our onshore office locations have an available gym for physical health promotion of our employees. Mental health workshops are offered for employees and leaders. Odfjell Technology has private insurance solutions (country based) for non-occupational medical and healthcare services for our employees.</p>	Operational Control	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>SR page 22-23</p> <p>AR page 21-22</p>	Operational Control	
	403-8	Workers covered by an occupational health and safety management system	<p>SR page 22, 27</p> <p>All employees and contractors are covered by company policies and the occupational health and safety management</p>	Operational Control	

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
			system.		
			a: i, ii and iii. 100%. b: no exclusions c: page 27		
	403-9	Work related injuries	<p>a: i, ii, iii and v: SR page 44</p> <p>iv: The most common body parts injured in 2022 were fingers (50%) and feet (40%). Most of the injuries were "squeeze" injuries and "struck by" injuries. 25% of the injuries occurred during lifting operations and 25% during material handling. The remaining incidents occurred during maintenance and drilling operations, workshop and housekeeping activities. v. SR page 44</p> <p>b: SR page 44</p> <p>iv: See a iv): Odfjell Technology does not separate between types of work-related injuries for employees and non-Odfjell Technology workers.</p> <p>c: work related hazards are assessed by identifying, understanding and mitigating risk through approved risk assessment methods. Categories of hazards are based on type of activity and accident experience in our industry (best practice, legislations, standards and clients' input). Dropped objects, "struck by"/"caught between" and falls are typical hazards contributing to serious incidents. The hierarchy of controls is used to eliminate hazards or reduce risk level, for example design improvements, update of maintenance programs and establishment of work instructions.</p> <p>d: SR page 22</p> <p>e: Rates are calculated based on 1,000,000 working hours.</p> <p>f: Onshore GBS employees are not included. For non-Odfjell Technology workers, onshore hired-in personnel are not included. Work related incidents have traditionally only been reported based on rig site and workshop operations due to risk profile. We will re-evaluate this going forward.</p> <p>g: SR page 24, 44</p> <p>Work related injuries are captured through the Group's reporting system Synergi. Serious incidents are reported to management by a 1-Alert system within an hour after the incident occurred. Statistics are communicated monthly to the Executive Management Team. The reporting standards are IOGP Safety data reporting user guide - scope and IADC Reporting guidelines.</p>	Operational Control	
	403-10	Work related ill health	SR page 22-23, 44		

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EMPLOYMENT PRACTICES					
GRI 3: Material topics 2021	3-3	Management of material topics	SR page 27-28	Group	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	SR page 46-47	Group	
	401-2	Benefits provided to full time employees that are not provided to temporary or part time employees	SR page 25-26 a. Full-time, temporary and part-time employees are on Company payroll with the same benefits packages per significant location of operation. Definitions employment types used: Full-time Employee = 100 % position directly employed by entity in the group . Part-time employee = Hourly paid and employed directly be entity in the group for a defined period. Temporary employees = 100% position hired directly by entity in the group for a defined period. Contractors = hired in form e.g manning company and not on OTL payroll. b. SR page 45	Group	
	401-3	Parental leave	a. SR page 25 b. SR page 45 c. In Norway, all employees have returned to work after the leave period, or applied for extended leave and returned at a later date. Application for extended leave is normally always granted. No data from other significant locations.	Group	
GRI 404 Training and Education 2016	404-1	Average hours of training per year per employee	SR page 48	Group	
	404-2	Programs for upgrading employee skills and transition assistance programs	SR page 48 Upskilling and transition assistance is a regular part of our daily business.	Group	

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
			Upskilling in 2022 included business skills self-development, human rights, mental health training, and various certifications.		
			The company offers transition assistance for retirees, as well as layoff reductions through 3rd party providers.		
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	SR page 39	Group	
	414-2	Negative social impacts in the supply chain and actions taken	SR page 39	Group	
ASSET INTEGRITY AND CRITICAL INCIDENT MANAGEMENT					
GRI 3: Material topics 2021	3-3	Management of material topics	SR page 24		
GRI 306: Effluents and waste 2016	306-3	Significant spills	SR page 17		
GRI 11 Oil and Gas Sector 2021	11.8.2	Additional sector recommendations	SR page 43		
NON DISCRIMINATION AND EQUAL OPPORTUNITIES					
GRI 3: Material topics 2021	3-3	Management of material topics	SR page 25	Group	
GRI 202: Market presence 2016	202-2	Proportion of senior management hired from the local community	SR page 45	Group	
GRI 401: Employment 2016	401-3	Parental leave	SR page 45	Group	
GRI 404 Training and education 2016	404-1	Average hours of training per year per employee	SR page 45	Group	
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	SR page 47	Group	
	405-2	Ratio of basic salary and remuneration	Partial reporting for UK and Norway only	Norway and UK Group	Information incomplete
			Gender pay gap reports are published on https://www.odfjelltechnology.com/who-we-are/gender-pay-gap/according-to-legal-requirements .		
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	One incident was directly reported to the group through the whistleblower compliance process.	Group	
			The work environment survey captures employee experience of bullying, harrassment, discrimination whereof a few		

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
			incidents were perceived as having taken place.		
Own disclosure		Nationalities distribution	SR page 50	Group	
Own disclosure		% of local staff based on nationality on each location	SR page 50	Group	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
GRI 3: Material topics 2021	3-3	Management of material topics	SR page 29		
GRI 407: Freedom of association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR page 29, 41		
ANTI-CORRUPTION					
GRI 3: Material topics 2021	3-3	Management of material topics	SR page 33	Group	
GRI 11: Oil and Gas Sector	11.20.1	Additional sector recommendations	SR page 33-36	Group	
				Group	
GRI 205: Anti Corruption 2016	205-1	Operations assessed for risks related to corruption	AR page 18 SR page 33-36	Group	
	205-2	Communications and training about anti-corruption policies and procedures	SR page 33-36, 52	Group	
	205-3	Confirmed incidents of corruption and actions taken	No confirmed incidents	Group	
GRI 11: Oil and Gas Sector	11.20.5	Additional sector disclosures	The Group is a contractor to oil companies and does not hold licences. Significant new contracts are made public through press release. The contents are confidential to the Group. Further information can be found on our website .	Group	Not applicable
	11.20.6		Odfjell Technology - share information	Group	
			SR page 33-36		
Own disclosure		Cases reported in whistle-blower portal or other channels	SR page 33, 36	Group	
ECONOMIC IMPACT					
GRI 3: Material topics 2021	3-3	Management of material topics	SR page 32	Group	

Topic	GRI Standard	GRI Disclosure	Odfjell Technology reference	Boundary	Omission
GRI 201 Economic Performance 2016	201-2	Direct economic value generated and distributed	SR page 14-16	Group	
GRI 202: Market presence 2016	202-2	Proportion of senior management hired from the local community	SR page 50	Group	
GRI 203: Indirect economic impact 2016	203-1	Infrastructure investments and services supported	No infrastructure investments made.	Group	Not applicable
	203-2	Significant indirect economic impacts	SR page 32 AR page 18	Group	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	SR page 32	Group	

FORCED LABOUR AND MODERN SLAVERY

GRI 3: Material topics 2021	3-3	Management of material topics	SR page 38	Group	
GRI 409: Forced or compulsory labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	SR page 38-39	Group	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	SR 39	Group	

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ANTI COMPETITIVE BEHAVIOUR

GRI 3: Material topics 2021	3-3	Management of material topics	SR page 41	Group	
GRI 206: Anti-competitive behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti - trust and monopoly practices	SR page 41	Group	

PAYMENTS TO GOVERNMENTS

GRI 3: Material topics 2021	3-3	Management of material topics		Group	
GRI 201 Economic Performance 2016	201-1	Direct economic value generated and distributed	AR page 57	Group	
	201-4	Financial assistance received from government	AR page 49-51,57,67-70	Group	
GRI 207: Tax 2019	207-1	Approach to tax	Tax strategy, see website	Group	
	207-2	Tax governance, control and risk management	AR page 39, 48	Group	
	207-3	Stakeholder engagement and management of concern related to tax	AR page 29, 48	Group	
	207-4	Country by country reporting	In FY2022 Odfjell Technology is below the threshold.	Group	Not applicable

Topics in the GRI sector standards determined as not material

Topic	GRI Standard	Reason
Closure and rehabilitation	11.7	Closure and reahbilitation lies in the boundary of the operators.
Biodiversity	11.14	No operations in protected areas. Operators are responsible for evaluatin significant impacts on biodiversity and for restoring habitats.
Local communities	11.15	No grievances reported
Land and resource rights	11.16	No significant impacts on land and resource rights from operations.
Rights of indiginous peoples	11.17	No significant impacts on rights of indigenous peoples from operations.
Conflict and security	11.18	No operations in areas of conflict.