

MarCon gruppen AB

Policy

Activity

MARCON GRUPPEN shall strive for continuous improvements of the long term relationship with our customers and work for a long term lasting development for the gain of people, the environment and our cultural heritage. We shall be the natural partner for the water activity of others.

This is achieved by:

- Heeding our policy during procurement and product development.
- Reaching and surpassing customer and legislative requirements.
- Having the staff take an active interest in our environment and quality work through active leadership, education and dialogue.
- Working for a good work environment by having a well educated staff and making good use of technology.
- Systematically returning own and customer experiences to create competitive, fault free products and a good work environment.
- Staying at the forefront of our market area concerning staff, competence and technology.

Drugs and alcohol

Within MARCON GRUPPEN there is an absolute zero tolerance for the use of alcohol and drugs during working hours. This also applies after working hours in all equipment such as boats and barges. Within MARCON GRUPPEN we shall actively prevent the use of drugs and alcohol from impairing the health and working capacity of our employees and/or result in addiction and abuse. We shall support employees with addiction problems towards a drug free life. Our efforts to prevent and resolve alcohol and drug related problems shall be characterized by consideration, competence and responsibility. The company has both in-house and external resources available for this task. Every individual nevertheless has

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the utmost responsibility for their own health and quality of life. This responsibility can never be held by anyone else.

Employees of MARCON GRUPPEN may undergo drug testing on the request by individual customers and the company.

Code of Conduct

MARCON GRUPPEN MARCON has joined the Code of Conduct in Sveriges Byggföretag:

https://byggforetagen.se/app/uploads/2020/01/Byggforetagen_Uppforandekod.pdf

In addition to this, the following applies:

MARCON GRUPPEN aims to be the natural partner for professional buyers within the marine sector. Our competent staff and advanced equipment will keep us at the forefront of our field of business. We shall also contribute to long term sustainable development for the benefit of people, environment and cultural heritage. Through active leadership, education and dialogue, our staff will remain committed and well educated. We want our fundamental values to be known not only to our staff, but also to our business partners and customers.

MARCON GRUPPEN has established this code of conduct as a minimum requirement level for ourselves as well as our suppliers and subcontractors (contract parties). The code contains conditions for business principles, social principles and environmental principles.

MARCON GRUPPEN requires that all contract parties put this code of conduct into practice. MARCON GRUPPEN will assess together with the parties whether the minimum requirements are met. Should any contract party in turn use subcontractors in production on our behalf they are responsible for assuring that these contractors also comply with the code.

MARCON GRUPPEN conditions for Business Principles

MARCON GRUPPEN strives for long term business relationships and to always act with credibility and integrity

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National laws and regulations must be observed at all production locations. In situations where suitable laws or regulations are lacking, this code of conduct along with MARCON GRUPPEN policies and routines shall be applied.

Our contract parties must always possess necessary documents, such as permits, certificates and verifications of paid taxes and fees.

MARCON GRUPPEN does not permit any form of pricing collaboration or involvement in cartels. We will also not permit the giving of gifts or other benefits that violate current laws or in other ways affect the objectivity of business decisions.

MARCON GRUPPEN conditions for Social Principles

International agreements on human rights (The United Nations Universal Declaration of Human Rights) and working rights (ILO conventions) must be followed. **Human rights**

Contract parties must respect the human rights as defined by the United Nations.

Principles and employee rights

- *No child labor (ILO 138 and 182)*: Child Labor, as defined by the ILO convention, is not permitted.
- *No forced labor (ILO 29 and 105)*: Forced labor, or any other form of involuntary labor, will not be accepted.
- *No discrimination (ILO 100 and 111)*: We do not accept any form of discrimination, regardless of ethnic or social origin, age, civil status, gender, religion, disabilities, political views, trade union affiliation, sexual orientation or other discrimination.
- *Wages and working hours*: All workers must have a contract stating their working hours and wages. Wages should at least fulfill national regulations for minimum required levels.
- *Rights to organization (ILO 87 and 98)*: All employees are free to work for, or be members of, organizations that safeguard their interests as employees.
- *Safety*: The work environment must not imperil health or lives. Production

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premises must be outfitted with firefighting equipment, alarms, emergency exits and first aid equipment. Employees are to be informed of any risks associated with their work duties and have sufficient knowledge to perform these duties safely. The work environment must fulfill applicable laws and regulations for work safety, and the employees should have access to personal protective equipment where required. Machines and other equipment must be safe to use so that any risks of injury or ill health are avoided.

MARCON GRUPPEN conditions for Environmental principles

MARCON GRUPPEN shall work towards continuous improvement in a lasting relationship with our customers, and contribute to long term sustainable development for the benefit of people, environment and cultural heritage. We shall continuously strive towards reduced emissions and the use of energy efficient solutions. The amount of waste should be minimized by sorting it for recycling as far as possible. Site specific conditions should always be taken into consideration, for instance environments and species that are especially sensitive and in need of protection. Through well executed risk analyses and preventative risk minimizing measures, accidents such as discharge of pollutants to land and water shall be avoided. Were an accident to happen in spite of these precautions, appropriate sanitation equipment must be available. Chemicals must always be stored and handled in a safe way. All staff handling chemicals should be aware of their environmental and health effects. The principle of caution is to be practiced so that materials and methods which can give risks to health and environment are avoided when better alternatives are available.

