



SUPPLIER CODE OF CONDUCT

Effective from: 2025-09-03

Applies to: All suppliers, subcontractors, and business partners of Marinator MB (Lithuania) and Marinator Oy (Finland).

Issued by: Marinator

1. Purpose and Scope

Marinator is committed to operating responsibly and delivering high-quality projects with integrity. This Supplier Code of Conduct sets out the minimum standards we require from all suppliers, subcontractors, and business partners.

It forms an **integral part of every supplier agreement with Marinator**.

2. Compliance with Laws and Regulations

Suppliers shall:

- Comply with all applicable laws, regulations, and industry standards in every country of operation.
 - Ensure that their operations respect EU requirements relating to labor rights, health and safety, environment, and business practices.
-

3. Human Rights and Fair Labor Practices

Suppliers shall:

- Prohibit the use of child labor, forced labor, or any form of modern slavery.
- Provide fair wages, working hours, and benefits in compliance with legal and collective agreements.
- Respect freedom of association and the right to collective bargaining.



- Ensure equal treatment of all workers and prohibit discrimination, harassment, or abuse of any kind.
-

4. Health and Safety

Suppliers shall:

- Provide a safe and healthy workplace for all workers, contractors, and visitors.
 - Identify, assess, and mitigate risks to prevent accidents, injuries, and unsafe conditions.
 - Provide necessary safety training, protective equipment, and emergency procedures.
 - Apply the same safety standards to subcontractors and agency workers.
-

5. Environmental Responsibility

Suppliers are expected to:

- Conduct operations in an environmentally responsible manner.
 - Reduce emissions, waste, and energy consumption wherever possible.
 - Comply with regulations regarding hazardous substances and safe material handling.
 - Source materials responsibly, avoiding conflict minerals and supporting circular economy practices.
-

6. Business Integrity and Ethics

Suppliers shall:

- Conduct business honestly, fairly, and transparently.
- Prohibit bribery, corruption, facilitation payments, and any other improper advantage.



- Respect competition laws and avoid anti-competitive practices.
 - Safeguard confidential information, intellectual property, and data provided by Marinator.
 - Disclose any actual or potential conflicts of interest without delay.
-

7. Subcontracting and Supply Chain

- Suppliers must ensure that their own suppliers, subcontractors, and business partners comply with this Code.
 - Subcontracting of work related to Marinator projects requires Marinator's prior written approval.
-

8. Compliance and Monitoring

- Marinator reserves the right to verify compliance with this Code through documentation, audits, or inspections.
 - Suppliers must cooperate fully and take corrective actions when requested.
 - Non-compliance, including repeated or serious breaches, may result in suspension or termination of cooperation.
-

9. Reporting Concerns

Suppliers and their employees are encouraged to raise concerns about violations of this Code or applicable laws. Reports will be treated confidentially, and retaliation against whistleblowers will not be tolerated.

Acknowledgement

By entering into a contract with Marinator, the supplier confirms that they have read, understood, and agreed to comply with this Supplier Code of Conduct.