



CORE VALUES & BUSINESS PRINCIPLES

We at the Maritime Technical Group (Maritime Technical GmbH & affiliated companies) we stand for the following:

- We give Safety & the Environment our highest priority.
- We understand that Pragmatism & Teamwork is the key to a successful Project.
- We are committed to our work & show our professionalism every day.
- We show integrity & responsibility in our behavior.
- We trust our colleagues & partners and are open about what we do and how we do it.
- We have respect for our customers, employees, suppliers, other stakeholders.
- We are proud to work & provide No-Nonsense Services to our Clients & Solve Problems / Operate as one family.

These Core Values drive us to be the best at what we do; they guide us in doing business and set the business standard for our operations.

CODE OF CONDUCT

Maritime Technical Group & their employees will conduct their business in accordance with these Core Values & the Business Principles referenced below.

It is the responsibility of every employee individually in the Group & each Maritime Technical Group affiliated company collectively to live up to these Core Values & Business Principles.

The Maritime Technical GmbH & its Affiliated Companies expect its business partners (both Suppliers as well as Client's) to adhere to Core Values & Business Principles consistent with its own.

I - OBEYING THE LAW

Companies within the Maritime Technical Group, their Employees, Suppliers & Clients shall obey the laws & regulations of the countries in which they operate.

II - COMMUNITY AT LARGE

The Companies within the Maritime Technical Group & its Suppliers Shall conduct their activities in a socially responsible manner, respecting its employees and other stakeholders.

The Companies within the Maritime Technical Group & its Suppliers Shall aim to give the highest possible regard to health, safety and the environment.

The Companies within the Maritime Technical Group & its Suppliers are encouraged to support the community in which they operate and are to offer their employees the opportunity to play an active role in society while respecting their responsibilities towards the Maritime Technical Group.

III - EMPLOYEES - WORK ENVIRONMENT - HEALTH AND SAFETY

The Companies within the Maritime Technical Group & its Suppliers are encouraged & committed to providing an attractive working environment for its employees by;

- promoting equal opportunities for ALL employees.
- not tolerating harassment of any kind.
- providing safe & healthy working conditions in order to prevent harm to the health of all employees and/or other stakeholders.
- Requiring all our employees to comply with health and safety regulations.
- not make use of any form of forced, compulsory and/or child labor.
- recognizing the right for employees to establish or join an employee organization of their choice (including trade unions), as well as the right to be represented by such organization.
- Expecting ALL employees to apply the highest possible ethical standards.



IV - COMMUNICATION

The Companies within the Maritime Technical Group & its Suppliers shall assure open & clear communication between All employees & management on ALL aspects of the working environment. All communication will take place in a fair manner respecting the integrity of The Companies within the Maritime Technical Group & their employees.

V - BUSINESS INTEGRITY

The Companies within the Maritime Technical Group Shall not allow bribery and/or any other forms of unethical business practice within its group of companies and/or by its employees & Suppliers and/or Clients.

No employee may in anyway receive, make, offer, promise or authorize any payment or gift which is, or may be construed as being a bribe.

The Companies within the Maritime Technical Group & its Suppliers and/or their employees shall make sure not to cooperate, be it directly or indirectly, in money laundering, fraud and/or financing of terrorism.

All business transactions and payments shall be accurately and completely recorded in accordance with the Maritime Technical GmbH accounting principles, and local laws and may be subject to audit.

The Companies within the Maritime Technical Group & its Suppliers and/or their employees must comply with export & import controls in the countries where The Companies within the Maritime Technical Group & its Suppliers conducts business, and (economic and humanitarian) sanctions that may apply to their business activities.

VI - COMPETITION

The Companies within the Maritime Technical Group support the principles of free enterprise and fair competition.

The Companies within the Maritime Technical Group do not tolerate violation of competition laws.

The Companies within the Maritime Technical Group & its Suppliers and/or their employees will conduct their operations in accordance with the principles of fair competition and all applicable competition laws.

VII - CONFLICT OF INTEREST

Employees & Suppliers should avoid conflicts of interests between their private dealings and their responsibilities towards The Companies within the Maritime Technical Group.

Prior approval by management is required for the fulfillment of private functions that may interfere adversely with the interests of a Company within the Maritime Technical Group.

The Companies within the Maritime Technical Group do not participate in or support political parties.

The Companies within the Maritime Technical Group do not make any payments or donations to political parties or their institutions, agencies or representatives.

The Companies within the Maritime Technical Group does not facilitate political donations by employee action committees.

VIII - SAFEGUARDING INFORMATION & ASSETS

The Companies within the Maritime Technical Group recognizes and respects the importance of protecting personal data.

The Companies within the Maritime Technical Group have developed and/or may will develop valuable intellectual property rights, including patents, trademarks, copyrighted works, and trade secrets (e.g. confidential technical or business information), which employees have a responsibility to protect. The transfer thereof is subject to the prior management approval.

Therefore, unless otherwise directed, employees should not disseminate privileged Maritime Technical Group information beyond limits established in the normal course of fulfilling their job role/description. Releasing such information outside this scope will require prior approval from the employee's relevant manager.