



SUPPLIER AND BUSINESS PARTNER CODE OF CONDUCT



Policy brief & purpose

Maprom Engineering BV (Maprom) is a company operating worldwide in many areas of business. Being this kind of a company means that Maprom has the responsibility as a corporation to customers, employees, investors, the public and the environment. This corporate responsibility includes compliance with the laws in force everywhere and at all times as well as respecting ethical values and acting sustainably

By acceding to the United Nations' Global Compact, Maprom has undertaken to observe its principles in the area of human rights, labour, environmental protection, and anti-corruption.

Furthermore Maprom meets the labour standards laid down in the Conventions of the International Labour Organization (ILO). Maprom has also set itself binding guidelines in its Corporate Social Responsibility for acting responsibly.

SCOPE OF APPLICATION

In line with the corporate responsibility strategy pursued by MAPROM, the Company expects its suppliers (i.e. all contracting parties that supply MAPROM with goods, materials, or services) and business partners (including business partners with an intermediary and/or representative function that act in the interests or on behalf of MAPROM in a sales support capacity, such as consultants, agents, trading representatives, authorized dealers/importers, joint venture and syndicate partners, etc.) and their employees to act responsibly and undertake to observe the basic principles outlined in this MAPROM Supplier and Business Partner Code of Conduct. If the suppliers or business partners commission third parties (e.g. subcontractors or representatives) in their business dealings with MAPROM, MAPROM expects, these third parties to also observe the principles laid down in this MAPROM Supplier and Business Partner Code of Conduct.

MAPROM reserves the right to send experts to inspect the business premises of its suppliers and business partners for compliance with the requirements listed below on a case- by-case basis. Advance warning will be given of such inspection, which will take place during normal business hours in the presence of a representative from the supplier or business partner and in compliance with the applicable law, particularly with data protection laws.

1. CORPORATE RESPONSIBILITY

Corporate responsibility involves a duty to comply with all rules and regulations in force. MAPROM expects its suppliers and business partners to especially observe the basic principles that follow.

Human rights

MAPROM suppliers and business partners respect and protect the regulations in force worldwide to protect human rights as a fundamental and general requirement. This also involves MAPROM suppliers and business partners refraining from employing forced or child labor. Suppliers and business partners comply with the rules laid down in ILO Conventions 138 and 182 concerning the minimum age of employment for children.

Equal opportunity and non-discrimination

MAPROM suppliers and business partners do not discriminate on grounds of ethnic, national, or social origin, skin color, sex, religion, views, age, disability, sexual orientation, political views insofar as they are based on democratic principles and tolerance toward those of a different opinion, or any other legally protected characteristics unless the law requires otherwise.

Freedom of association

The basic right of all employees to form trade unions and employee representations and to join them is recognized. In countries where this right is restricted by local laws, alternative legitimate options for employee participation are to be supported.

Product safety

MAPROM suppliers and business partners comply with all applicable legal product safety regulations and requirements, particularly legal requirements pertaining to the safety, labeling, and packaging of products as well as the use of dangerous substances and materials.

Safety in the workplace and working hours

MAPROM suppliers and business partners comply with the relevant legal regulations for health and safety in the workplace. They support the further development and improvement of working conditions. Working hours correspond at least to the respective national legal standards or the minimum standards of the respective national economic sectors.

Minimum wage

MAPROM suppliers and business partners ensure that their employees are commensurately remunerated corresponding at the very least to the legally valid and guaranteed minimum. Where legal or collective bargaining agreements do not exist, compensation and benefits are based on industry-specific collective agreements customary to the respective location that ensure an appropriate standard of living for the employees and their families.

2. ENVIRONMENTAL AND CLIMATE PROTECTION

MAPROM wants to make a significant contribution to environmental and climate protection, and has thus adopted a climate strategy. MAPROM is convinced that their water lubricated propeller shaft systems do contribute to a better environment. MAPROM expects its suppliers and business partners to especially observe the basic principles that follow.

Compliance with legal provisions

MAPROM suppliers and business partners take responsibility when it comes to environmental protection concerns and comply with all applicable legislation relating to the environment and sustainability.

Increase energy and resource efficiency

MAPROM suppliers and business partners use natural resources sparingly and minimize environmental pollution in their production processes and products. They contribute to reducing energy consumption and CO₂ emissions.

Implementation and application of environmental management systems

MAPROM suppliers and business partners continuously improve their environmental performance. Suppliers and business partners with production sites implement suitable environmental management systems (e.g. in accordance with ISO 14001 or the EMAS Directive of the European Union).

3. TRANSPARENT BUSINESS RELATIONSHIPS

Openness and transparency are key to credibility and trust in business practice. MAPROM expects suppliers and business partners to especially observe the basic principles that follow:

Avoiding conflicts of interest

MAPROM suppliers and business partners take decisions based solely on objective criteria and do not allow themselves to be guided by personal interests or relationships.

Prohibition of corruption

MAPROM suppliers and business partners do not tolerate corruption. They ensure that their employees, subcontractors or representatives do not grant, offer or accept any bribes, kickbacks, inadmissible donations, or other inadmissible payments or benefits to or by customers, officials or other third parties. This also applies to so-called "facilitation payments" (e.g. illegal payments to accelerate administration matters that are routinely encountered).

Gifts, hospitality, and invitations

MAPROM suppliers and business partners do not offer MAPROM employees or third parties any inappropriate benefits either directly or indirectly in the form of gifts, hospitality, or invitations to unduly influence them. Neither do they ask for, nor accept such benefits.

States as customers and dealing with authorities

MAPROM suppliers and business partners consistently comply with the strict legal provisions when dealing with governments, authorities, and public institutions. When taking part in a public solicitation for bids, they comply with legal regulations and abide by the rules of free and fair competition.

Consultants and agents

MAPROM suppliers and business partners only employ consultants or agents in line with the laws in force. They take particular care to ensure that consultants or agents are only remunerated for consulting and agency services actually rendered and that the payments are commensurate with the performance rendered.

4. FAIR MARKET CONDUCT

MAPROM is a fair and responsible market participant and adheres to its contractual obligations. MAPROM also expects the same from its suppliers and business partners and especially expects them to observe the basic principles that follow.

Free competition

MAPROM suppliers and business partners comply with the antitrust legislation in force. In particular, they do not enter into any anti-competitive agreements with competitors, suppliers, or customers. If they are in a dominant position on the market, they do not abuse this position.

Export control

MAPROM suppliers and business partners make sure that they comply with all applicable legal provisions for importing and exporting goods, services, and information.

Money laundering

MAPROM suppliers and business partners only conduct business relationships with business partners of whose integrity they are convinced. They ensure that the applicable legal money laundering provisions are not breached.

Business information

MAPROM suppliers and business partners publish business information and report on their business activities truthfully and in line with the laws in force.

5. PROTECTION OF DATA, BUSINESS SECRETS AND COMPANY ASSETS

Confidential data, business secrets, and company assets have to be protected. MAPROM expects suppliers and business partners to especially observe the basic principles that follow.

Data protection

MAPROM suppliers and business partners observe all laws in force to protect the personal data of employees, customers, suppliers, and other parties concerned.

Protection of know-how, patents, trade and business secrets

MAPROM suppliers and business partners respect the knowhow, patents, trade and business secrets of MAPROM and third parties and do not pass such information on to third parties without the express prior written consent of MAPROM or in a way that is otherwise inadmissible.

Handling company assets

MAPROM suppliers and business partners respect MAPROM 's tangible and intangible assets and do not use them for unfair or non-business purposes. They ensure that their employees as well as any third parties they commission in the business relationship (such as subcontractors or representatives) neither damage nor misuse MAPROM assets, i.e. use these assets contrary to MAPROM's interests.

Security of the international supply chain

MAPROM suppliers and business partners have to ensure that the business premises and the loading and shipping areas where products for MAPROM are produced, stored, prepared, loaded and transported, are protected against unauthorized access within a safe and secure supply chain, and that all employed staff is reliable.

6. LEGAL CONSEQUENCES OF VIOLATING THE MAPROM SUPPLIER AND BUSINESS PARTNER CODE OF CONDUCT

If a MAPROM supplier or business partner does not observe the basic principles laid down in this Code of Conduct, MAPROM is entitled to terminate the business relationship with this supplier or business partner for cause. It is within the discretion of MAPROM to forgo such consequences and, instead, to take alternative measures if the supplier or business partner provides credible assurance and is able to prove that it has immediately initiated countermeasures to prevent comparable violations occurring in future.

UN Global Compact:

Environment

The world today is facing unprecedented, interconnected environmental challenges in areas including climate change, water, energy, biodiversity and agriculture. With business relying on natural resources directly and via supply chains, new corporate efforts are needed to address environmental responsibilities, value natural capital, and better understand the linkages between resources.

To prepare for this increasingly challenging landscape, the Global Compact's work on environment is designed to help companies develop a holistic and comprehensive strategy. It

recognizes the growing linkages among various environmental issues – climate, food, water – as well as their connections to social and development priorities. Our work helps businesses to advance the Sustainable Development Goals including the Action Agenda of the Paris Climate Agreement stemming from COP21.

The Global Compact pushes companies to move beyond traditional approaches based largely on compliance and narrow risk assessments. We ask business to actively address environmental risks and opportunities, and have major efforts underway with business in the areas of climate, water and food. As a result, we are seeing businesses around the world preparing for a more sustainable future and becoming part of the solution.

Social Sustainability

Social sustainability is about identifying and managing business impacts, both positive and negative, on people. The quality of a company's relationships and engagement with its stakeholders is critical. Directly or indirectly, companies affect what happens to employees, workers in the value chain, customers and local communities, and it is important to manage impacts proactively.

Businesses' social license to operate depends greatly on their social sustainability efforts. In addition, a lack of social development, including poverty, inequality and weak rule of law, can hamper business operations and growth.

At the same time, actions to achieve social sustainability may unlock new markets, help retain and attract business partners, or be the source for innovation for new product or service lines. Internal morale and employee engagement may rise, while productivity, risk management and company-community conflict improve.

The first six of the UN Global Compact's principles focus on this social dimension of corporate sustainability, of which human rights is the cornerstone. Our work on social sustainability also covers the human rights of specific groups: labour, women's empowerment and gender equality, children, indigenous peoples, people with disabilities, as well as people-centered approaches to business impacts on poverty. As well as covering groups of rights holders, social sustainability encompasses issues that affecting them, for example, education and health.

While it is the primary duty of governments to protect, respect, fulfil and progressively realize human rights, businesses can, and should, do their part. At a minimum, we expect businesses to undertake due diligence to avoid harming human rights and to address any adverse impacts on human rights that may be related to their activities.

As a complement, not as a substitute for respecting rights, businesses can also take additional steps:

- Contribute in other ways to improve the lives of the people they affect, such as by creating decent jobs, goods and services that help meet basic needs, and more inclusive value chains.
- Make strategic social investments and promote public policies that support social sustainability.
- Partner with other businesses, pooling strengths to make a greater positive impact.

Governance

Governance is the systems and processes that ensure the overall effectiveness of an entity – whether a business, government or multilateral institution.

Promoting good governance is a multi-dimensional challenge, which requires efforts that are mutually reinforcing. For example, anti-corruption is essential to the rule of law and peace-building because corruption negatively impacts state capacity, social inclusion, and management of natural resources. Peace is an enabler of sustainable development and is a pre-condition for the establishment of the rule of law and efforts to reduce corruption. Finally, rule of law is necessary to effectively address the drivers of violent conflict, illicit financial flows, and impunity, and to provide a legal framework which ensures impartiality and predictability.

Companies can engage with the UN Global Compact on the three critical governance topics: anti-corruption, peace and rule of law. At the micro level, companies can enhance good governance by integrating corporate sustainability principles into their own operations and relationships, allowing for greater transparency, accountability and inclusiveness. At the macro level, companies can contribute to the development and implementation of international norms and standards, for instance, as part of their commitment to the UN Global Compact.

By focusing on the ways companies can contribute anti-corruption, peace and rule of law, at both the global and local levels, the UN Global Compact is able harness the power of responsible business to respect and support the promotion of accountable and inclusive institutions and ensure just and peaceful societies for all.

