

# DELTAMARIN

# SUSTAINABILITY

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## 1. Introduction

Deltamarin operates in an international business environment, in business networks that include organizations from different countries, nationalities and cultures. We implement a responsible, ethical and sustainable business culture in all operations.

The purpose of this document is to provide common information of general guidelines how Deltamarin implements sustainability within the organization and when operating with stakeholders. Deltamarin's responsibility, ethics and sustainability are managed in accordance with company strategy, management systems and policies.

All actions of Deltamarin and its employees are guided by the company values. The company values create a solid foundation that guides us in how we work together towards our common business goals.



The purpose of the company values is to support everyone in Deltamarin organization in their work-related actions and decision-making processes.

Sustainability policies applies to everyone at Deltamarin, and any stakeholders that are essentially connected to Deltamarin's business operations.

If there should be any conflicts between Deltamarin's guidelines and other guidelines, policies or any other instructions, we at Deltamarin will primarily act in accordance with the guidelines presented in this document.

## 2. Code of Conduct

Deltamarin's mission, "We innovate and develop our capabilities to deliver sustainable solutions that create value for our customers and owners", states that sustainability is a key factor in our operations and that we take every matter related to sustainability seriously.

Deltamarin is committed to promote social, economic and environmental sustainability.

Social Sustainability is manifested in the company governance and in our way of working with our personnel, customers, partners, suppliers, authorities, regulatory bodies, societies and other stakeholders.

Economic Sustainability manifests itself in the way we conduct and manage the economic growth of the business in the long term, without engaging any negative impacts in our environment. On a practical level, this is reflected in the company governance, our decision-making methods, operating processes and in general policies and practices.

We understand that our operations and products, as well as the solutions we design for our customers, are relevant in terms of environmental sustainability. Energy-efficient design solutions have always been one of the key drivers both in customer projects and in our own products. We maintain our technology awareness and provide environmentally sustainable design solutions. We help our customers to optimize energy consumption and energy efficiency. We consider material management and installation efficiency in the shipbuilding processes and aim to minimize the material waste.

### **3. Compliance with laws**

Deltamarin operates in a global business environment. Our offices are located in Finland, Poland, China and Croatia. We work with customers and other stakeholders from all over the world.

Regardless of where we conduct our business, we comply with any national and international laws, statutes, rules and regulations. In all our operations, we fulfil our responsibility to familiarize ourselves sufficiently with the laws that we are obliged to follow.

It is everyone's responsibility to comply with the laws. Our supervisors' responsibilities and duties include familiarizing subordinates with applicable laws to be complied and supervising that all subordinates under their responsibility follow the given instructions.

### **4. Human rights**

Deltamarin is an international company. We operate in a global business, with a network of stakeholders from various countries, nationalities and cultures. For us, human rights and their recognition are an integral part of our daily operations.

We acknowledge, support and respect the protection of internally proclaimed human rights. Deltamarin complies with applicable laws and respect internationally recognized human rights, wherever we perform our business and operations.

Deltamarin complies with the ten principles of the UN Global Compact. We treat all customers and partners equally without discrimination. We are open to suggestions from our stakeholders and we take into account our stakeholders' views on human rights and consider them when developing our own business operations.

## **5. Responsible employment**

Deltamarin is committed to responsible employment. Deltamarin supports and respects basic labour rights by the International Labour Organization and we comply with national labour laws.

Deltamarin does not accept any form of discrimination related to work. Everyone at Deltamarin is treated equally and every employee has equal opportunities regardless of ethnic or national background, race, religion, gender or gender identity, sexual orientation, age, disability or political beliefs.

We strive to provide meaningful and motivating work for each of our employees. We are committed to support professional development of our personnel.

Deltamarin provides a safe work environment with respect to applicable laws and statutes. We are committed to provide occupational health and well-being benefits for our employees.

Deltamarin does not accept any kind of physical or mental punishment, threats of punishment, any forms of harassment or workplace bullying, forced labour or other forms of involuntary work.

## **6. Responsible communication and confidentiality**

Deltamarin undertakes to act responsibly in all communication. We are a trusted and reliable partner for all our stakeholders. We treat our customers, business partners, suppliers and other stakeholders equally. We ensure that the information we provide is correct and based on such facts that we can reasonably and within the scope of our authority confirm.

Deltamarin processes, generates and manages such data, information and knowledge that can be classified or otherwise considered as confidential. All employees working at Deltamarin are obliged to keep confidential and protect any data, information and knowledge that are designated as confidential, and they may come into contact in the course of their work.

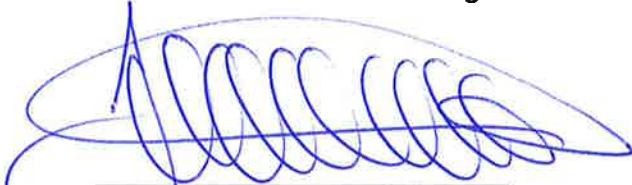
## **7. Conflicts of interests**

We expect our employees to be loyal to the company and require our employees to act in all situations in accordance with Deltamarin's interests.

Employees must avoid situations where their personal interests may conflict with the interests of the company. Furthermore, employees must refrain from using their position in the company to pursue their own interests in situations where the interests of the employee and the interests of Deltamarin are in conflict or may conflict with each other.

Deltamarin does not accept corruption, bribery and extortion in any form. We do not pay or receive any illegal payments. Deltamarin's employees are not allowed to receive any

kind of benefits, favours or gifts that can be interpreted as bribes, or whose purpose can be assumed to be influencing decision-making.



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Janne Uotila  
Managing Director

