

## Supplier code of conduct Marel

### What does it mean and how should we apply it?

This Marel Supplier Code of Conduct provides guidance on how to work and act in line with Marel's purpose, values and the highest standards of integrity. The Code also helps us to comply with the law, Marel's policies and ethical principles. Marel's Supplier Code of conduct applies to consultants, suppliers, vendors, contractors and other business partners. Business partners serve as an extension of Marel and are expected to follow the spirit of this Code, when working on our behalf. As one of our business partners, we urge you to familiarize yourself with the Code. In those rare circumstances where it appears that the Code is in conflict with local law, contact the Compliance Officer: [compliance.officer@marel.com](mailto:compliance.officer@marel.com) for guidance.

This Code does not create any legal rights for any customer, business partner, competitor, shareholder or any other third party.

### Embracing our values and integrity

Marel's vision is founded on the strong belief that we can create economic value and have a positive social impact at the same time: in partnership with our customers, Marel is transforming the way food is processed. Our vision is of a world where quality food is produced sustainably and affordably.

### Whistleblowing – always act on concerns

As business partner you are encouraged to speak up about any concerns that you have. If you observe behavior that is illegal, or that breaches the principles in this Code, report your concerns to our compliance officer ([compliance.officer@marel.com](mailto:compliance.officer@marel.com)) or you can use Marel's Whistleblowing platform (<https://marel-wb.compliancesolutions.com/>).

No one who makes any kind of a report in good faith will be penalized for speaking up. Marel will always protect your anonymity as much as legally possible. In serious matters, the statements you make may have to be disclosed or shared; therefore, it is usually better to have a verbal discussion before committing anything to writing.

### Embracing diversity, equal opportunities and respect for each other

Workers, customers, stakeholders and suppliers are entitled to respect, and should be valued regardless of differences. You should uphold laws prohibiting discrimination and make employment-related decisions based on an individual's abilities (such as recruitment, hiring, compensation and benefits, access to training, promotion, firing or retirement). Marel also has a zero-tolerance policy for threats, intimidation, harassment, assaults and acts of violence. These behaviors are unacceptable and will not be tolerated.

### Maintaining a safe and healthy work environment

Your health, safety and environmental standards reflect guidance designed to promote environmental protection, fire prevention and occupational health and safety. You should aim for an environment that is safe, clean and healthy, and take the steps necessary to fulfill Marel's goal of **Zero Harm**.

Such steps include providing employees with continuous learning, including regular safety and health training and information. Ensuring emergency exits are clearly marked, illuminated and unobstructed. Conducting evacuation exercises and testing of fire alarms on a regular basis. Providing access to clean toilets, potable water and food storage in all of your facilities.

Ensuring living accommodations, where provided, are clean and safe and meet the basic needs of workers.

- Make sure you understand and are up to date on the health and safety requirements of your business and seek support if required.
- Intervene and speak to our procurement department if you are concerned that an action or decision might result in not meeting policies, standards and requirements.

### Engaging in fair business practices

Operate in ways that are fair and legal, by producing safe, quality products and by keeping promises. All forms of unethical business behavior are not tolerated.

No one should take advantage of anyone through:

- Manipulation
- Concealment
- Abuse of privileged information
- Misrepresentation of material facts

### Complying with antitrust and competition laws

We believe in vigorous, but fair, competition, so never look to gain competitive advantages through unethical business practices. Actions must always comply with all applicable competition and antitrust laws.

### Complying with applicable law

When conducting business, do so in accordance with all the applicable laws, rules, regulations, and administrative practices of the countries and communities you and we operate in. Also, keep in mind that no one has the authority to direct or authorize anyone to violate any applicable law, rule, regulation or administrative practice.

### Avoiding conflicts of interest

Conflicts of interest can occur whenever you have a competing interest that may interfere with your ability to make an objective decision. In general, be alert to situations, of potential conflicts of interest such as friends and relatives working for Marel, a customer, business partner or competitor as well as personal investments where a conflict can occur if you have a significant ownership or other financial interest in a competitor, vendor, customer or even in Marel itself. Whenever relevant you should disclose your situation to our procurement department in order to determine if any precautions need to be taken.

### Practicing cybersecurity

Vulnerabilities to cyberattacks can come in many forms; one of the most important steps that we can take to keep data secure is to avoid its biggest threat – human error. Everyone has a role to play, including suppliers. Stay alert to the most common malicious threats and implement best practices designed to stop – or at least limit – them. This will help make sure that your data as well as ours, is accurately maintained, appropriately available, sufficiently recoverable and protected against unauthorized access, use, destruction, disclosure or modification.

- Make sure you can recognize cyberattacks and phishing attacks, and never click on links from unknown senders, or senders who wouldn't normally send you links.
- Make sure your organization is using strong passwords and authentication mechanisms
- Remember that Marel and other legitimate organizations will never ask for your password

### Preserving anti-bribery and anti-corruption

Bribery, illegal facilitation of payments, the granting of illegal favors and every other form of corruption – whether given or received – is not permitted and will not be tolerated by Marel.

Accepting and giving gifts, entertainment or any financial or other advantage, or offering such advantages undermines the company's credibility and may be unlawful. Report any such situations to the Compliance Officer ([compliance.officer@marel.com](mailto:compliance.officer@marel.com)).

### Complying with trade laws and sanctions (import/export)

Various national and international trade laws restrict or prohibit the import and export of products. These restrictions can stem from:

- The chemistry of a product
- The country of origin
- Destination of the product or service
- The proposed end user or end use including potentially dual use

In addition, strict requirements in terms of compliance with customs regulations apply to our company. Every supplier involved in the import or export of goods and services must comply with all applicable provisions of such laws and regulations and should facilitate Marel to do so as well. At minimum for each product supplied to any business location of Marel, shall be provided a Country of Origin and HS code declaration.

A failure to comply with applicable export and import controls or sanctions may result in fines and penalties for Marel, or potentially liabilities for a supplier. Individuals who knowingly disregard sanctions rules can also be fined or even imprisoned.

### Preventing money laundering and terrorist financing

Commitment to fairness and openness extends to complying fully with all anti-money laundering laws across all borders. Suppliers must also protect the integrity and reputation of Marel by helping to detect possible money laundering activities.

Watch for warning signs, which may include people who:

- Are reluctant to provide complete information
- Wish to make payments in cash
- Request payments be routed via bank accounts in a different party's name

The same rules and warning signs apply to arrangements which manipulate the facts about a transaction (like hiding the full amount, using a different delivery address) in order to avoid tax or customs duties.

### Respecting the privacy of others

Suppliers must also do their part to recognize the importance of respecting privacy rights. Marel and suppliers comply with all local data privacy laws.

### Responsible Mineral Sourcing

Mining and trade of minerals such as tin, tantalum, tungsten, gold (referred to as 3TG), cobalt, and mica can be used to finance armed groups and fuel forced labor, child labor, and other serious human rights violations, such as sexual violations. It may also contribute to instability in already politically unstable areas and support corruption. Although Marel has no direct mining, smelting, or trading activities of conflict minerals in Conflict Affected and High-Risk Areas ("CAHRAs"), neither in Democratic Republic of Congo ("DRC") and DRC-adjuring countries, Marel recognizes the potential negative impacts of minerals mining, smelting, and trading in its business and works to prevent the exacerbation of conflict in its business. Furthermore, Marel commits to incorporate this policy on the responsible sourcing of relevant minerals from above mentioned areas into its contract with the supplier in order to foster risk awareness. We acknowledge the OECD Due Diligence Guidance for Responsible Supply Chain of Minerals.

### The use of hazardous substances and product safety

As Marel is a producer of food processing Equipment, product safety is deemed of utmost importance. Additionally, Marel's ambition is to also constantly improve commitment to the environment. Therefore, all suppliers are expected to use only materials, which, in addition to the contractual requirements, are compliant to all demands of applicable environmental laws and safety regulations. In particular, those concerning hazardous substances and all applicable valid technical standards are prioritized. Furthermore, suppliers are expected to monitor all applicable regulations on an ongoing basis, as well as understand the environmental and health impacts of substances present in raw materials, parts, sub-assemblies, products, and packaging materials supplied to Marel. Suppliers must always proactively and immediately inform Marel in case of any updates and concerns about product safety and/or compliance.

### Sustainability rating

Marel has a selected Sustainability rating methodology to improve supply chain transparency with regards to environment, labour & human rights, ethics and supply chains. We strongly encourage our suppliers to participate in this rating and share scorecards with your stakeholders, including Marel. This methodology aims to continuously work on improvements and corrective actions to mitigate any risk.

### People

Suppliers must work in a manner that respects the human rights and dignity of all and support international efforts to promote and protect human rights. Specifically, Marel never tolerates or will knowingly do business with any individual or company that tolerates:

- Forced labor
- Human trafficking or slavery
- Physical punishment
- Unlawful child labor
- Unlawful discrimination
- Unsafe working conditions
- Unequal treatment
- Unfair wages
- Excessive work hours
- Violations of labor or social security laws

Suppliers must foster individual and team development and ensure the right to freedom of association for all employees. Employees have the right to join or form trade unions and to bargain collectively and will not be discriminated or retaliated against for doing so. Where the right to freedom of association and collective bargaining is restricted by law, suppliers must facilitate the development of parallel means for free association and bargaining as set out by International Labour Organisation ([Right to Organise and Collective Bargaining](#), [Freedom of Association and Protection of the Right to Organise](#)).

### Planet

Suppliers should work towards improving their environmental sustainability and safety. Marel encourages its suppliers to:

- Do their part to recycle, reuse and protect natural resources, such as energy and water
- Encourage efficient use of resources in their value chain to promote a positive environmental impact and environmental protection
- Continuously create new methods for minimizing waste
- Optimize the use of resources and consider environmental aspects throughout the whole production and distribution chain
- Provide information on health and environment for hazardous substances to anyone who may come in contact with them
- Strive to eliminate the use of particularly hazardous substances to the fullest possible extent
- Respect and comply with national and international environmental laws and regulations, as well as support a precautionary approach to environmental challenges
- Actively work to reduce emissions into the air, soil and waterways as a result of our operations and the operations of its customers
- Ensure its customers' products can be traceable in accordance with legal requirements, industry standards and best practices

### Profits

Marel promotes long-term profitability, fair trade and good business practices in its value chain through transparency, innovation and collaboration with all its partners.

### Key contacts

Marel compliance Officer: Arni Sigurjonsson Tel.: +354 5638457 E: [compliance.officer@marel.com](mailto:compliance.officer@marel.com)

Marel Alternate Compliance Officer: Halla Björgvinsdóttir Tel.: +354 5638667 E: [compliance.officer@marel.com](mailto:compliance.officer@marel.com)

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