

Marinfloc Corporate Policies

Quality, Environment, Occupational Health & Safety

Marinfloc is committed to delivering the highest standards of quality, environmental responsibility, and continuous improvement across all aspects of our business.

Our management system is independently certified by Bureau Veritas in accordance with ISO 9001:2015 for Quality Management and ISO 14001:2015 for Environmental Management. We have maintained ISO 9001 certification since 2000 and ISO 14001 certification since 2006, reflecting our long-term commitment to excellence, sustainability, and customer satisfaction.

The policies presented in this document define the principles that guide our operations and support our vision of A Clean Sea. They provide the foundation for how we conduct our business, serve our customers, and contribute to a more sustainable maritime industry.

01. Quality policy

At Marinfloc, maintaining a strong reputation is of utmost importance. We want our customers, suppliers, and employees to see us as a company they can always rely on – whether it concerns professional expertise, customer service, or our ability to deliver on time.

We believe that long-term relationships with our customers and suppliers form the foundation of our quality management. Our employees should take pride in both their work and the products and services we provide.

Marinfloc is committed to taking an active role in society by contributing to local development, creating employment opportunities, and supporting educational initiatives. Whenever possible, we collaborate with schools, students, and other local stakeholders to share our knowledge and experience. Through this commitment, we aim to promote skills development, support future recruitment, and contribute to the sustainable growth of our local business community.

We are committed to delivering on time, at the agreed quality, and with products that meet customer requirements and are free from defects upon delivery.

The quality of our products and services is continuously evaluated based on customer feedback. This feedback forms the basis of our ongoing improvement efforts. We work in accordance with our Integrated Management System to ensure consistent quality and continuous improvement.

02.

Environmental policy

Our vision is *A Clean Sea* and our mission is *Clean Water Overboard*. Together, they reflect our responsibility for reducing our environmental impact and our long-term commitment to creating a cleaner marine environment. Our business is built on developing solutions that help reduce the environmental impact of shipping.

Our environmental commitment is based on three fundamental principles:

Reducing the environmental impact of shipping

We are proud to develop products and services that help the shipping industry achieve its environmental and sustainability goals more effectively.

Reducing our own environmental impact

Marinfloc continuously works to reduce the environmental impact of our own operations. This includes increasing the use of renewable energy throughout our business and continuously improving the environmental performance of our facilities and processes.

Using resources responsibly

Throughout our operations, we strive to minimise waste, prevent environmental risks, and use resources efficiently. We are committed to sustainable logistics solutions and strategically managed supply chains to reduce our overall climate footprint.

We comply with applicable environmental legislation and other binding requirements. Through innovation, accountability and continual improvement, we strive to go beyond legal requirements and contribute to our vision of *A Clean Sea* for present and future generations.

03.

Occupational health and safety policy

A safe and healthy working environment is a fundamental priority and should be reflected throughout our entire organisation. We are committed to creating a safe, inclusive, and sustainable workplace where every employee has the opportunity to thrive, feel valued, and perform their work with confidence.

We work proactively to ensure that roles and responsibilities are clearly defined to prevent excessive workload and work-related stress.

At Marinfloc, we believe that a positive working environment benefits both our employees and everyone who visits our facilities. We encourage open communication and expect all employees to speak up when they identify opportunities to improve our shared working environment. Supporting one another is an essential part of our culture.

We use only tools, equipment, and working methods that meet high standards for health and safety.

Employees in leadership positions have a particular responsibility to support their colleagues and foster a workplace culture built on well-being, respect, collaboration, and mutual trust.

We take a long-term and strategic approach to promoting equality, diversity, and an inclusive organisational and social work environment. Our work is based on continuous improvement and is embedded in our leadership practices.

Marinfloc has zero tolerance for threats, violence, harassment, bullying, or any other form of unacceptable behaviour. We encourage all employees to report any concerns or suspected incidents so they can be addressed promptly and appropriately.

Our management team works systematically to continuously improve occupational health and safety, including organisational and social working conditions, as well as preventive equality and inclusion initiatives.

At Marinfloc, we believe that every employee shares responsibility for creating and maintaining a genuinely positive, safe, and inclusive workplace.