



**THE GLOBAL GOALS**  
For Sustainable Development

# MARCON

*Marine Contracting Group*

- *Svensk Sjöentreprenad i Malmö AB*
- *Stockholms Vattenentreprenader AB*
- *MarCon Teknik AB*
- *Dykab i Luleå Aktiebolag*
- *Svenska Tungdykargruppen AB*

## SUSTAINABILITY POLICY

## Purpose

The purpose of this policy is to provide guidance to all employees on how sustainability work should be conducted and what values MarCon-Gruppen in Sweden AB stands for. The company's core values are expressed in the Code of Conduct and the Policy for Business Ethics (Construction Companies' Code of Conduct). Sustainability work must have a clear link to the company's business operations and value-creating processes.

## Background

MarCon-Gruppen in Sweden AB wants to contribute to sustainable development. MarCon-Gruppen in Sweden AB's guiding principle is to contribute to sustainable development actively and responsibly by conducting business operations in a way that upholds MarCon-Gruppen in Sweden AB's values and shows respect for people, society and the environment. MarCon-Gruppen in Sweden AB shall meet and exceed the expectations of the company's stakeholders on MarCon-Gruppen in Sweden AB's operations.

By making decisions that fairly balance the claims of different stakeholders, MarCon-Gruppen in Sweden AB shall contribute to sustainable development and take responsibility for common economic, social, and environmental aspects in its environment. MarCon-Gruppen in Sweden AB's stakeholders in corporate social responsibility include customers, owners, employees, partners, suppliers, the environment, and society, as well as other stakeholders affected by the business.

*MarCon-Gruppen in Sweden AB is a member of the Swedish Construction Federation and is a responsible company that, through innovation and commitment, contributes to reducing the construction industry's negative climate impact, and achieving a climate-neutral construction and civil engineering sector. We follow the roadmap for a fossil-free Sweden with net zero emissions by 2045.*



## Guidelines

### Main principles

MarCon-Gruppen in Sweden AB has defined the following key principles in the field of sustainability:

- Responsibility
- *Transparent*
- *Business Ethics*
- *Respect for stakeholders' interests*
- *Respect for the rule of law*
- *Respect for international standards of behavior*
- *Respect for human rights*
- *Development*



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## Strategy for sustainability work

The strategic direction of MarCon-Gruppen in Sweden AB's sustainability work shall be determined by the Board of Directors based on the management's strategic planning and business planning processes. Management prepares policies for ethics, sustainability, codes of conduct, the sustainability report and other documentation, and plans and conducts follow-ups of sustainability work. The strategy is based on materiality analyses, current situation analyses, stakeholder maps and stakeholder dialogues.

The sustainability report shall be submitted annually to the Board of Directors. In connection with the annual report, the sustainability report may also be mentioned in the Board of Directors' report.

## Sustainable responsibilities

### Financial responsibility



For MarCon-Gruppen i Sverige AB, it is a fundamental principle to conduct responsible business with a sound and balanced economy.

The company values honesty, transparency, and high ethics in all business relationships. Employees keep promises and see both customers and suppliers as important partners who should be treated with respect. Of course, the company actively opposes all forms of bribery, bribery and corruption that can affect business relationships. Our starting point is the Swedish Construction Federation's Code of Conduct.

In the market, MarCon-Gruppen in Sweden AB promotes healthy, honest and open competition and observes good marketing practices. This is made clear as a member of the construction companies. We are based on the ethical rules of the built environment. The company's information to the market must always be clear, transparent, and never deliberately misleading.

### Environmental responsibility (climate/environmental policy) ISO14001



MarCon-Gruppen in Sweden AB shall proactively strive to identify, reduce, and manage environmental and health-related risks from its operations and the products and services it provides. In the first place, by preventing the occurrence of pollutants and in the second place, by minimizing negative environmental impact. We want to reduce our CO2 footprint.

The identification of environmental aspects must include the activities that we can control or influence.

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- Handling of hazardous waste e.g., oil spills, ship sludge and batteries. It must be handled by having decontamination materials, storing the right waste vats, storing larger volumes in IBC, and having it locked up.
- Handling of waste in general, e.g., carrier, fraction and recipient. We must use an approved supplier internally and ensure that we have knowledge of waste.
- Internal transport of dangerous goods such as gas cylinders and fuel may only take place when we have ADR training.
- Emissions to air, land and water, mainly via vehicles during the transport of equipment, materials and personnel. Strive to run on more environmentally friendly fuel whenever possible. Make sure to plan and coordinate the transportation. Drive only with planned load.
- Maintenance of equipment. Ensure service intervals based on the amount of use.
- Materials and raw material handling. Ensure that chemicals are purchased according to internal procedures.
- We will strive to impose environmental requirements on suppliers.
- Chemical management. Make sure we purchase services for the use of 2 component paints.

We measure: energy consumption, emission control, waste management, green resources, customer satisfaction and environmental deviations.

### Corporate Social Responsibility



MarCon-Gruppen in Sweden AB shall be a good member of society. The company must respect human rights, distance itself from corruption and bribery and money laundering. The company shall also strive to create good health and well-being, regardless of whether it is for employees, customers, owners or other stakeholders. The company shall be active in social issues and promote social inclusion for children and young people in order to contribute to a healthier and safer society.

### Legislative responsibilities

MarCon-Gruppen in Sweden AB shall comply with applicable legislation and international conventions in the markets in which the company operates. The company shall comply with legislation, agreements, security requirements and other binding requirements and regulations.

### Supplier responsibility

MarCon-Gruppen in Sweden AB shall influence suppliers to promote sustainable development. Shared sustainability goals must be formulated with suppliers where possible. The company must formulate environmental requirements that will apply to its own operations as well as to the procurement of goods and services.

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**Employer's responsibility** (Work environment/victimization policy) ISO 45001

Within the framework of the employer's responsibility, MarCon-Gruppen in Sweden AB shall ensure a good organizational and social work environment and a safe, secure, and stimulating workplace. We have zero tolerance for violations regardless of position in the company. All employees have an obligation to work together to create and maintain an open and friendly climate and to be responsible for their own attitudes, values, and actions. In addition, processes must be created where employees' ideas and initiative are stimulated. The company shall strive for a good work-life balance for the company's employees. Clear and well-communicated guidelines and policies regarding gender equality and diversity must be in place. The company shall support and encourage employees' social engagement. Emphasis shall be placed on the promotion of the health and well-being of employees. A good work environment also creates the basis for long-term sustainable finances in the company. In the event of changes in the business, work environment issues must be discussed, risks assessed, and consequences evaluated jointly with employees. Reasonable measures must be taken to prevent the risk of adverse health and well-being. We want to focus on orderliness, that our employees have a high level of safety awareness. The Group's way of integrating safety and security issues between the companies and field staff is to include them in safety committee meetings. Field staff are represented by safety representatives and they in turn by chief safety representatives.

We measure: Incidents, sick leave, safety culture, OSA and customer satisfaction.

**Customer and Quality Responsibility** (Quality Policy) ISO 9001

The customer relationship and the customer's needs and expectations must always be at the center. A high degree of transparency, dialogue and clarity shall characterize MarCon-Gruppen in Sweden AB's relationships with customers. Complaint handling and customer support should be efficient, thorough, and handled with care. Continuous improvement of quality work is a focus area that is prioritized. We strive to provide the customer with a design that is characterized by the right technology, the right design, and the right economy in each business area.

- We will gain 60 new customers during the year through the desired reputation of "knowledgeable, flexible and professional with a positive spirit" as well as good marketing and good reputation.
- We will carry out the assignments with the right quality that meets the customer's needs and expectations and thereby measure customer satisfaction at least 60 times a year

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- We must have the right equipment and the right maintenance, thereby reducing unplanned repairs by half. We want employees to take more personal responsibility for our equipment. o Our core values: Responsible, Reliable and Driven.

We measure: new customers, customer satisfaction, deviations.

### Follow-up and reporting

The management of *MarCon-Gruppen in Sweden AB* shall follow up the work based on the policy annually in connection with the annual report and through internal control. The work includes developing a systematic approach to follow-up. We will always encourage employees to report deviations and share suggestions for improvement. The management and the Board of Directors shall report annually on responsible business conduct in a separate report for external use and/or in *MarCon-Gruppen in Sweden AB's* annual report. Through follow-up, we learn lessons for how we can improve.

### Competence

The company shall allocate resources for the further development and competence building of its employees.

### Responsibility

All managers at different levels must have delegated responsibility. The company's managers are responsible for ensuring that all employees within the company are familiar with the company's Sustainability Policy, but it is the individual's responsibility to follow it. Violating the company's Sustainability Policy may result in disciplinary sanctions. All employees have an obligation to work together to create and maintain a sustainable business climate. Every employee has an obligation to report risks, violations, incidents and accidents that may pose a threat to good health and well-being.

### Action plan

The organization works with all issues integrated into different types of action plans.

### Contact persons

If an employee has questions or concerns about sustainability work, they should first contact their immediate manager.