



Corporate Social Responsibility Policy

In **D-Marin** we champion the importance of integrating sustainable thinking and corporate social responsibility into all our business processes, managing our relationships in a way that we create value for stakeholders.

We are committed to:

- Comply with all relevant national and international regulations and adopt the best practices in all our operations
- Encourage our business partners to reach our company's standards
- Adopt a Code of Ethics that set out the expectations regarding the basic ethical principles and working rules that must be applied by every single person working for and with D-Marin during the execution of their duties. These include:
 - Individual conduct of all employees
 - Financial integrity and compliance with local legislation
 - Promoting and following standards relating to our HR practices including equal opportunities, diversity and inclusion and human rights
 - Transparency of our business policies and practices
 - High standards relating to health and safety in the working environment
 - Ethical business practices throughout our operations
- Effectively support the needs of local communities through dialogue and actions showing our respect to the local cultures and traditions
- Value the local labor force in the areas we are operating
- Support youth educational & development activities
- Communicate our actions to all stakeholders

Oliver Dörschuck
Chief Executive Officer

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