



C.A.R. Consulting Group  
Global Marine and Automotive Consultants and Surveyors

**COMPANY POLICY**

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# **SUPPLIER CODE OF CONDUCT**



This Supplier Code of Conduct sets out C.A.R. Consulting Group's expectations of its Suppliers. It applies to all Suppliers, including all organizations and sub-contractors providing goods and services to C.A.R. Consulting Group, based around the world. We expect Suppliers to drive these expectations throughout their own supply chains. C.A.R. Consulting Group may provide support to Suppliers with development of their capabilities in these areas.

## Our expectations

Suppliers must comply with local, national and international laws and regulations that apply, and C.A.R. Consulting Group expects Suppliers to adhere to the following standards:

### Fair operating practices

C.A.R. Consulting Group will only conduct business by lawful and ethical means, including respect of payment terms, equal access to business opportunities for all suppliers, fair contractual terms, respect of property rights, prevention of fraud, corruption, and conflicts of interest. We expect the same behavior from our Suppliers. Suppliers are expected to avoid any situations involving divided loyalty or a conflict between their personal interests and those of C.A.R. Consulting Group. Please refer to the C.A.R. Consulting Group Code of Business Conduct and Ethics.

### Workplace health and safety

C.A.R. Consulting Group expects Suppliers to provide a safe and healthy workplace for their employees and contractors, and to have documented health and safety policies and procedures in place, together with appropriate safety equipment. When on C.A.R. Consulting Group sites, all C.A.R. Consulting Group policies must be complied with, and hazards and incidents relevant to C.A.R. Consulting Group's operations and supply chains must be reported. C.A.R. Consulting Group will not tolerate anyone taking illegal drugs onto our sites, nor anyone carrying out C.A.R. Consulting Group business while impaired by drugs including alcohol.

### Environment

C.A.R. Consulting Group's goal is to protect the environment in which it operates by minimizing the impact of our activities, and we expect Suppliers to do the same. Suppliers must manage their environmental impacts, as well as their resilience to weather and climate change, and have documented environmental policies and procedures in place. When on C.A.R. Consulting Group sites, all hazards and incidents relevant to C.A.R. Consulting Group operations and supply chains must be reported. Please refer to the C.A.R. Consulting Group Environmental Sustainability policy.



## Human rights

C.A.R. Consulting Group is committed to upholding human rights and understands that operations and supply chains are complex. This commitment is reflected in our own C.A.R. Consulting Group Working Conditions and Human Rights policy as well as in our Code of Business Conduct and Ethics.

We expect our Suppliers to identify any potential or actual adverse impacts their operations may have on human rights and to implement prevention, mitigation and remediation processes. Suppliers should maintain a complete set of records to trace the supply chain of all goods and services provided to C.A.R. Consulting Group. In addition, C.A.R. Consulting Group values Suppliers that seek to contribute to the social, economic and environmental improvement of communities around our sites.

## Diversity and inclusion

C.A.R. Consulting Group is committed to providing an environment where people are treated fairly, with respect and free from discrimination, harassment, bullying or victimization. We expect this of our Suppliers too. Suppliers should commit to employing and developing a diverse and inclusive workforce.

# Use of the Code

## Supplier acknowledgement/agreement

All new and existing Suppliers are required to comply with this Code and demonstrate their commitment to doing so.

## Monitoring

Compliance with this Code will be used as part of C.A.R. Consulting Group's Supplier evaluation, selection and contract management process. In addition, C.A.R. Consulting Group may set sustainability requirements that are specific to a product or service, and require Suppliers to provide detailed information about how they meet these requirements in their operations and extended supply chains.

## Corrective Action/Support/Termination

When a Supplier does not meet our requirements, corrective action plans shall be established, and progress will be monitored. C.A.R. Consulting Group may support Suppliers in developing their capabilities.

C.A.R. Consulting Group will terminate the relationship with Suppliers that repeatedly and knowingly violate this Code.



## Reporting grievances or breaches of Code

If Suppliers have any concerns about compliance with this Code, they are encouraged to raise the matter directly with C.A.R. Consulting Group. Such reports will be treated confidentially to the extent possible, consistent with C.A.R. Consulting Group's obligation to deal with matters transparently and lawfully.

Breaches of this Code should be reported to senior management within the Supplier's organization, who in turn should raise it with C.A.R. Consulting Group senior management.

Any updates to this Policy that are material must be approved by the Audit Committee at the next regularly scheduled meeting of the Audit Committee.

Name : Timo David Pasila

Position : Managing Director

Date : March 31<sup>st</sup>, 2023

Next Review Date : March 25<sup>th</sup>, 2024

Signature :