



## **TMC Code of Conduct for Suppliers**

*Tamrotor Marine Compressors (TMC) is the world's leading supplier of compressed air systems for marine and offshore use. The product range consists of screw compressors, dryers and filters for any demand of compressed air, including custom engineered offshore compressors. Our customers are shipyards, ship owners and offshore companies worldwide. TMC has a world-wide service, spare part and sales network.*

*The purpose of TMC's social, environmental, and ethical requirements is to outline in greater detail the standards we expect our suppliers to adhere to. TMC view these requirements as an integral part of our business relationship with individual suppliers. We believe that ethical, social and environmental standards will support competitive advantages to the benefit of TMC and our suppliers.*

### **General requirements**

We expect our suppliers to comply with national laws and regulations as well as the principles expressed in this code of conduct.

We expect the supplier to ensure that its sub-suppliers are aware of and complying with the principles expressed in this code of conduct.

### **Specific requirements**

#### **Remuneration and employment conditions**

We expect the supplier to comply with all wage and hour laws and regulations, including those pertaining to minimum wages, overtime wages, sick leave, piece rates and other elements of compensation.

#### **Working hours**

We expect that the supplier does not require employees to work more than the lesser of 60 hours per week including overtime, or the limits on regular and overtime hours allowed by local law.

Particular employees with unusual working conditions may be exempted from this general requirement when covered by specific national or international legislation, however over the course of 12 weeks any employee shall not on average be required to work more than 60 hours per week, including overtime.

#### **Freedom of association and the right to collective bargaining**

We expect that the supplier does not prevent employees and other workers from associating freely with any lawful workers' association or collective bargaining association of their choice.

#### **Discrimination**

We expect that the supplier does not discriminate in hiring, compensation, access to training, promotion, termination or retirement based on personal characteristics.

#### **Harassment and disciplinary measures**

We expect that the supplier does not use or permit the use of corporal punishment or other forms of mental or physical coercion, disciplinary actions or engage in sexual harassment.

**Child labor**

We expect that the supplier ensures that no person shall be employed at an age younger than 15 (or 14 where the law of the country permits) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

The supplier should protect young workers of legal working age, up to the age of 18, from any type of employment or work which, by its nature or circumstances in which it is carried out, is likely to jeopardize their health, safety or moral.

If a child is found working, the supplier must act in the best interest of the child, and any measures taken should aim at improving not worsening the child's situation.

**Forced labor**

Forced, bonded or indentured labor or involuntary prison labor is not to be used.

**Health and safety**

We expect the supplier to provide safe and healthy working conditions and take appropriate precautionary measures to protect employees from work related hazards and anticipated dangers in the workplace.

The supplier shall comply with all applicable local laws and regulations to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities.

We expect the supplier to continuously improve working conditions and reduce workplace related risks and hazards by for example setting targets and conducting appropriate training.

**Corruption and bribery**

The definition of bribery is offering, promising, giving, receiving or soliciting anything of value in order to influence how someone carries out a public, commercial or legal duty.

We expect our suppliers to avoid participation in or knowingly benefit from, any kind of corruption, extortion or bribery.

Consequently, the supplier may not offer, promise, authorize or give anything of value to any public official in any country, or to any business partner, in order to gain any improper business advantage of any kind. In addition, the supplier may not solicit or accept any form of bribe from any person.

**Anti-competition**

We expect the supplier to follow the antitrust law. This behavior may include:

- Entering into anti-competitive agreements with competitors, including price fixing, bid rigging, market allocation and agreements to restrict supply.
- Exchanging competitively sensitive information with competitors.
- Imposing restrictions on customers or suppliers.
- Abusing a position of market dominance.
- Entering into certain mergers and acquisitions.

**Environment**

We expect that the supplier meets all relevant local and national environmental regulations and strives to minimize damaging effects to the environment.