

MT SUSTAINABILITY POLICY – IMPLEMENTATION OF UN GLOBAL COMPACT PRINCIPLES (POLICY)

In its daily engineering and contracting activities MT Group (MT) seeks to become among the world's leading resource efficient companies and therefore must act and operate in a sustainable way. Policy is also applicable for purchase orders for products, materials and services, that MT issues. MT emphasizes the importance of sustainability and that major attention must be given to the social, environmental, and economic aspects within the company itself as well as other companies that deliver products and services to us.

Policy should be followed not only by MT but also by its suppliers.

MT must operate in line with the legislation that applies in the country where MT is operating and local legislation is regarded as an absolute minimum requirement of MT's code of conduct. MT also must follow the UN's 10 basic principles for better working conditions and the environment (UN's Global Compact). If MT hires a subcontractor, it is subcontractor's responsibility to ensure that it complies with the same minimal requirements as listed in the Policy. Subcontractors must be able to inform MT on how they ensure compliance with these requirements.

Adherence to the UN's 10 basic principles is to be considered a long-term commitment by MT, with the goal of continuous improvement. MT must be able to demonstrate how the work carried out by MT ensures compliance with basic principles (adherence can be proven through e. g. measurements, indicators or other tools).

TEN BASIC PRINCIPLES OF THE UN GLOBAL COMPACT

Human Rights

1. Companies must support and respect international human rights within the sphere of the companies' influence.

MT has a direct responsibility to ensure that human rights are respected in the workplace. To some extent, this also applies to sphere of influence of business in general. If MT operates in a country other than its home country, the company's actions can contribute to increased awareness and compliance with human rights in those countries.

2. Companies must ensure that they are not involved in violations of human rights.

MT must ensure that it is not directly involved in any context that may potentially involve violations of human rights, neither within its own country nor in any other country.

Labor

3. Companies must maintain freedom of association and recognize the right to collective bargaining.

MT recognizes and respects the employees' right to freedom of association as well as the right to collective bargaining.

4. Companies must eliminate all forms of forced labor.

MT shall not allow any forms of forced labor or comparable involuntary labor. All work must be voluntary and conform to the laws and regulations concerning wages and working hours.

5. Companies must abolish child labor.

MT must not engage in child labor but must combat all forms of child labor in accordance with the UN Convention on the Rights of the Child and the ILO Convention on Minimum Age. MT must protect young workers from tasks that could harm them or interfere with their education.

6. Companies must abolish discrimination in terms of recruitment and work tasks.

MT shall not engage in any form of discrimination in the recruiting or hiring process based on gender, gender identity or expression, sexual orientation, ethnicity, religion or other beliefs, disability, health condition, age, political opinion or membership in trade union.

Environment

7. Companies must support the precautionary principle regarding environmental risks.

MT must take responsibility for their environmental impact and the environmental risks associated with its work. Environmental work must be carried out systematically and based on measures that prevent pollution and counter environmental problems.

8. Companies must take initiatives to strengthen greater environmental awareness.

MT must have a systematic way of working to minimize its environmental impact and must regularly follow up on its commitments. The company must have practices that ensure legal and other environmental requirements are respected and complied with.

9. Companies must encourage the development of environmentally friendly technology.

MT must choose modern, efficient and environmentally friendly technology to promote a sustainable society and reduces emissions and environmental impact seen from a life cycle perspective.

Anti-corruption

10. Companies must oppose all forms of corruption, extortion and bribery.

MT must maintain a high ethical standard and business ethics. No forms of bribery or inappropriate gifts are allowed, nor irrelevant demands or personal interests that could endanger credibility.

Information security

Information security is not included as a separate item in the UN's Global Compact, but MT still wants to highlight this as an important part of the code of conduct. Information relating to MT or its customers' business may only be used for its intended purpose and must be treated confidentially.