

Code of ethics



Our roots and core

In 1985, we had an entrepreneurial spirit and mission: to protect people, property and business from fire, on land and at sea. We used our know-how and background in marine and offshore high-pressure hydraulics to develop fire protection technology that uses an environmentally sustainable element – water. Our name, Marioff, refers back to those days: MARIne and OFFshore.

Since its launch in 1991, our Marioff HI-FOG® water mist fire protection system has had a reputation for reliable fire suppression performance, and has become an industry benchmark for water mist fire protection. We have promoted setting standards for water mist fire protection systems globally since 1985.

Today we are a leading supplier of high-pressure water mist fire protection systems, and the challenge of keeping your people and business safe continues to drive our team of specialists forward. No matter if the operation is on land or at sea, we find solutions that fit our customers' needs best.

With us, our customers not only get a high-pressure fire protection system, but also a complete end-to-end solution with professional support every step of the way, right from design and turnkey deliveries to upgrades.

There are hundreds of motivated professionals working at Marioff. Our head office and main factory are in Finland, and we have subsidiaries and service offices in China, France, Germany, Italy, North-America, Spain, Sweden, United Kingdom, Poland, Singapore and Brazil.

We service customers globally together with our certified partners.

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Being a pioneer in the industry with thousands of deliveries of highpressure water mist systems, we are your trusted experts in water mist fire protection solutions and services.

Our Values

- **Respect**
- **Integrity**
- **Accountability**
- **Innovation**
- **Excellence**

Our Culture

- **Serving our customers:**
We serve our customers for peace of mind
- **Achieving Results:**
We deliver our commitments with integrity
- **Embracing Agility:**
We adapt quickly to change, seize opportunities and maintain momentum
- **Leading Innovation:**
We innovate to be better every day
- **Shaping Our Future:**
We take ownership and proactively set the course
- **Winning Together:**
We empower diverse teams to collaborate for success

Decision-making tools

Our Code will help you make a wide variety of decisions, but always involve the right people to help you, including your Ethics & Compliance Officer and other subjectmatter experts (e.g., HR, Quality, Finance, Engineering, Operations or Legal).

Consult Marioff’s Policies and Standard Work, available on the e-policy site or via the Marioff website, which are also incorporated in and made a part of this Code. Examples of decision-making tools but are not limited to, the following:

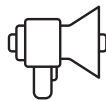
Letter and Spirit

My actions comply not just with the letter but also the spirit of applicable laws and regulations and Marioff policies.



Report Wrongdoing

If I see anything that is or appears to be a violation of our Code or Policies, I say something.



Can I and Should I?

I ask myself “Can I?” then “Should I?” and “Would I be comfortable seeing the result of my behavior on the cover of a newspaper?”



Positive Environment

I cultivate a positive work environment and business relationships, where only legal and ethical actions that reflect our core values are acceptable.



Seek Advice

When in doubt, I seek advice from my colleagues, my manager or my Ethics & Compliance Officer.



No Retaliation

I never engage in or tolerate retaliation.



Lead by Example

I lead by example in all my interactions with our stakeholders.



Values

I am aware of and understand Marioff’s values and Code of Ethics.



Our code of ethics

Respect

What do we mean?

We treat others the way we want to be treated. We take action to ensure that no one feels unsafe or intimidated in our workplaces.

We treat all employees, customers and stakeholders with dignity and worth – no matter their background, position or opinions. We embrace diversity and acknowledge the unique contributions each individual makes in furthering the goals of the organization.

How do we live by it?

We encourage everyone to speak up, express ideas and opinions, ask questions when in doubt and listen openly to the views of others.

Integrity

What do we mean?

Honesty, accountability and ethics are the cornerstones of our business.

We do the right thing for all stakeholders and compete on our merits. We require our business partners to do the same. We comply not only with the letter but also the spirit of the law and Marioff policies. We only win business the right way.

We act ethically and transparently in all business dealings, prioritizing doing the right thing over personal gain. It means being accountable and following through with decisions made, even if no one is around to see it.

How do we live by it?

We choose to do the right thing in our day-to-day activities.

Accountability

What do we mean?

We own the decisions made and their outcomes. It is more than simply acknowledging one's mistakes but actively learning from them to drive positive outcomes. Taking ownership of one's actions help foster a culture of trust and improved employee morale. We keep our commitments.

We strive to create an environment where we all feel included, regardless of our differences.

How do we live by it?

At Marioff, we embrace our differences and understand that our diversity is one of our greatest assets.



Our code of ethics

Innovation

What do we mean?

We push the status quo with bold and progressive ideas. We are curious and challenge deeply ingrained assumptions and traditional methods. Innovation is learning from both successes and failures to forge a new path forward – all with a drive for improvement.

We constantly seek to develop, improve and sustainably grow our business.

Building on our pioneering culture, we create solutions that matter.

How do we live by it?

We foster an environment that encourages our team members to share ideas and suggestions, challenge the norm and dare to disrupt.

Excellence

What do we mean?

We drive above and beyond requirements and expectations. It is the pushing of boundaries to achieve the highest quality results taking pride in the work that is done. A spirit of excellence inspires and motivates us to continuously improve bringing the best out of everybody.

We deliver on the merits of our products and services, with urgency and flawless execution.

How do we live by it?

We continuously pursue the highest quality in everything we do and always commit to the highest standards.



Speak up

When employees, contractors and partners observe or suspect something that contradicts the Code of Ethics or our policies, we encourage them to Speak Up and report it, even anonymously if they prefer. Marioff is committed to providing a safe reporting environment.

Non-Retaliation

Marioff has zero tolerance for retaliation in any form. Anyone engaging in retaliatory behavior against those who make a report in good faith will be subject to disciplinary action, up to possible termination.



Link to SpeakUp:

<https://forms.office.com/e/SnBW35EeNY>

Further information: www.marioff.com

