



ETHICAL SOURCING POLICY

Marine and Industrial Marketing (MIM) has a long history of manufacturing and supplying Rapp-it Pipe Repair Systems globally to mining, processing, industrial, oil and gas, agricultural and marine industries. MIM is committed to responsible sourcing, which protects the livelihoods of vulnerable workers in our supply chain and upholding human rights standards, and, as such, expects that all its suppliers and service providers to practice ethical and humane work practices.

The MIM Ethical Sourcing Policy is based primarily on the Ethical Trading Initiative Base Code (ETI), which is founded on the conventions of the of the International Labour Organisation (ILO) and is an internationally recognised labour code of practice.

It is a requirement that

1. All suppliers and service providers are required to agree to the Principles of the MIM Ethical sourcing policy and as set out in their Trading Terms Agreements with MIM. It is also a responsibility of the suppliers and service providers that their suppliers and agreed subcontractors adhere to this code. All companies are at all times expected to comply with national and other applicable local laws and regulations.
2. Suppliers must complete a self-assessment, as required and MIM may, at its discretion, require an independent audit of a supplier's compliance with this policy.
3. When non-compliance with the MIM Ethical Sourcing Policy is identified then MIM will undertake remedial action with the supplier or service provider immediately and agree to a review of the improvements in a realistic timeframe. If the supplier or service provider is either unwilling or unable to make the required improvements, then a plan will be implemented to terminate the Trading Agreement and all current purchase orders with the supplier or service provider.

Principles

EMPLOYMENT IS FREELY CHOSEN (includes Modern Slavery)

MIM believes everyone, everywhere, has the right to a life free from slavery, and as such expects all its suppliers and service providers will comply with all applicable anti-slavery laws and must not engage in any modern slavery practices, including human trafficking.

MIM, its suppliers and service providers will ensure that employment is freely chosen, which means there will be no work performed involuntarily by force, bonded or prison labour.

Workers will not be required to lodge deposits or identity papers to work. Workers will be free to leave their work premises when a shift has ended and terminate their employment with due or reasonable notice.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

MIM, its suppliers and service providers, will ensure that workers will be allowed to join or not join trade unions, workers' associations and the ability to bargain collectively in a peaceful manner. Employers must recognise the rights of union organisations to exist and to represent workers in a constructive and peaceful manner.

Where the right to freedom of association and collective bargaining is restricted under law, the employer will allow the development of a means for independent and free association and bargaining.

WORKING CONDITIONS ARE SAFE AND HYGIENIC

A safe and hygienic work environment must be provided, with best Occupational Health and Safety practices promoted, keeping in mind the knowledge of the industry and of any specific hazards, and local law and standards. Adequate steps will be taken to prevent workplace accidents or injuries, by minimising as reasonably practical, the causes of hazards inherent in the work environment.

Workers have a right to refuse work that is unsafe.

A Health and Safety Manager shall be appointed. Workers will receive regular health and safety training relevant to their roles, repeated for new or reassigned workers and this will be recorded.

Workers will always have access to clean drinking water and clean sanitary facilities.

Workplaces will have adequate ventilation, lighting, fire extinguishers, fire exits.

CHILD LABOUR

MIM, its Suppliers and service providers will not use child labour. Child labour is defined as work that deprives a child of their childhood and the opportunity to attend school and fulfil their potential and is potentially harmful to their physical, moral and emotional development. The minimum employment age limit will be defined by national law of the country or by the ETI clause 4 and ILO convention 138 whichever is higher.

All employers are to verify the age of its workers.

If an employee is under 18 years, they will not be permitted to work at night or in hazardous conditions and ensure there is no adverse effect on their education.

FAIR LIVING WAGES PAID

Wages and benefits paid shall meet at least national legal or industry minimum standards in the country of employment and should be sufficient to meet basic needs and provide some discretionary income.

All workers shall be provided with written and understandable information about employment conditions and wages before they commence employment, as well as remuneration details at each payment period. Wages will be paid in a timely manner.

Any deductions from wages for disciplinary measures are not permitted. Other deductions from wages may only occur with the expressed permission of the worker concerned.

WORKING HOURS

Working hours must comply with national laws, collective agreements and ETI code 6.2 -6.6 which ever affords greater protection to the workers. (ETI provisions 6.2-6.6 are based on International Labour Standards).

Working hours excluding overtime shall be defined by contract and shall not exceed 48 hours.

Overtime work must be voluntary. It should be used responsibly and not be excessive or demanded on a regular basis or used to replace regular income and must be remunerated at a premium rate as prescribed by local laws.

Hours including overtime should not exceed 60 hours per week except if all the following exceptional circumstances are met:

- It is allowed by national laws
- It has been freely negotiated through a collective agreement
- There are safeguards in place to protect the health and safety of the workers
- It can be shown that exceptional circumstances apply such as peak production, accidents or emergencies.

Workers must have at least one day off in 7 days or two days off in every 14 days.

Record keeping on hours worked must be accurate, complete and transparent at all times.

NO DISCRIMINATION PRACTICED

There will be no discrimination in hiring, compensation, access to training, promotion, termination or retirement on the basis of race, caste, nationality, religion, age, disability, marital status, gender, sexual orientation, union membership, political affiliation or any other distinguishing characteristic.

REGULAR EMPLOYMENT IS PROVIDED

To every extent possible work performed must be in the basis of recognised employment relationship through national law and practice.

Employees who have a regular employment relationship with their employer are afforded obligations under labour and social security laws and regulations. These obligations shall not be avoided through use of labour only contracting, sub-contracting, home working arrangements, fixed contracts, or through apprenticeships schemes where there is no real intent to impart skills or provide regular employment.

NO HARSH OR INHUMANE TREATMENT IS ALLOWED

All workers will be treated with dignity and respect. Physical abuse or discipline, the threat of physical abuse, sexual or other forms of harassment, verbal abuse and other forms of intimidations are prohibited.

BUSINESS INTEGRITY

MIM, its suppliers and service providers are committed to conduct all business in an honest and ethical manner. There is a zero-tolerance approach to bribery, corruption and unethical behaviour. It is expected there will be professionalism, integrity and fairness in all business dealings and relationships by implementing and enforcing effective systems to counter bribery and corruption.

All employees and contractors have a duty to uphold and comply to the laws of the countries and jurisdictions in which they operate.

Approved by David Huybers, Managing Director