

**LANGH TECH - CODE OF CONDUCT****1. Background**

Langh Tech cares for sustainable solutions, ethics and quality. We are ISO 9001 certified and committed to constantly improving all aspects of our business. Langh Tech designs and produces scrubbers for SO<sub>x</sub> removal from exhaust gases and water treatment units for closed loop scrubbers. The water treatment units can be delivered also in combination with other manufacturers' scrubbers.

We expect our suppliers and subcontractors to comply with comparable codes and ethical working principles. Langh Tech reserves the right to conduct audits if deemed necessary.

**2. Environmental sustainability**

Langh Tech strives to develop innovative and environmentally friendly solutions, which comply with relevant rules and regulations. Our mission is to find the best sustainable solutions for cleaner air and seas for the coming generations and to combat the global warming. We work tirelessly to seek out the most effective methods to reduce SO<sub>x</sub> emissions and waste in the maritime industry.

As a clean tech organisation, Langh Tech puts effort into designing sustainable products through selection of raw materials, production processes and means of waste and emission handling.

Langh Tech has been a forerunner in the development of the water treatment systems used in the closed loop mode, which ensures the eco-friendliness of the Langh Tech systems.

### **3. Business ethics**

Langh Tech is committed to following ethical standards as well as rules and regulations concerning our business practices. We will not engage in any kind of corruption and bribery. Langh Tech strives to find amicable solutions and promotes long-term supplier and customer relationships. We respect our counterparts and always try to find mutually satisfactory solutions. We prioritize responsible manufacturing and product traceability in order to ensure product quality.

Langh Tech strives to keep our service level at the highest possible by offering quality customer contacts.

### **4. Social environment**

Langh Tech does not allow child labour or forced labour in any form and Langh Tech expects its suppliers and subcontractors to abide to the same code. We respect human rights and promote equality and non-discriminatory behaviour. We find it important to offer our employees a comfortable working environment for them to be able to do their best. Langh Tech aims towards transparency between the different stakeholders and fulfils the responsibility as an employer.

### **5. Health and safety**

Langh Tech ensures safe a working environment for all its employees and actively strives for the continuous improvement of safety at the workplace. We care for the health and wellbeing of our employees by offering the health care. We encourage our employees to report any observations or improvements regarding the working environment they might have. We strive to minimize occupational hazards and preventing and managing emergencies.