



# Corporate Social Responsibility Policy

## Overview

Operating in a responsible and sustainable manner is important to Marco. While we run our business in line with the expectations of diverse global stakeholders, we also see corporate responsibility as a discipline that helps us manage risks and maximize on the opportunities available to us in a changing world. Our policy is the responsibility of every Marco director, manager and employee.

We are committed to understanding and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development. This commitment is ingrained in our core value of caring and we aim to demonstrate these responsibilities through our actions and within our corporate policies.

We support our local community with equipment, volunteering or funding to give back to the locality which sustains us.

Conscious of Marco's role in supplying equipment which uses energy in food service locations across the globe, we invest in technologies which place us better than any other in our field at conserving energy and protecting the environment.

We support our staff, the Marco community, with health and wellness initiatives, a bike-to-work scheme and a belief that a healthy work-life balance for all our employees is best for Marco and our community.

We seek to partner with suppliers and customers in a meaningful way to sustain our businesses together and by extension sustaining our communities and hopefully positively impacting our environment. We invest in coffee sustainability, supporting the 20/20 project at coffee origins and are an active volunteer in the global Specialty Coffee Association (SCA) and the European Federation of Catering Equipment Manufacturers (EFCEM) which champion an equitable value chain in the coffee industry and catering industry.

At Marco, our policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

- Design and the Environment
- Business Ethics and Transparency
- Environment Health & Safety
- Stakeholder Relations & Human Rights
- Community Involvement

Marco will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with Marco stakeholders' best interests.

## **Design and the Environment**

As a company philosophy, Marco designs its products with an aim to be world leaders in the reduction of energy consumption in our product categories. With over a decade of being a global leader with our ECOBOILER and MIX product ranges, we recognize the responsibility to ensure each new product results in a reduction of energy consumption throughout its lifetime, compared to best-in-class models.

We specify 100% recyclability on all our plastics.

We manage end of life in line with the WEEE (Waste Electrical and Electronic Equipment) initiative.

We design recyclable material into our product packaging.

## **Business Ethics and Transparency**

Marco is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in its governance systems.

Marco will conduct its business in an open, honest, and ethical manner.

Marco recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

Marco will advise its partners, contractors, and suppliers of its Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.

## **Environment Health & Safety**

Marco is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public. Marco will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement.

Marco is committed to environmental protection and stewardship.

Marco recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into its business decision-making.

All employees and contractors are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

Marco has integrated key requirements of social accountability and has committed to:

1. Fully supporting all applicable regulations, including the EU Directive of Restriction of Hazardous Substance (RoHS), and promoting social and environmental concerns with manufacturing partners within our supply chain.
2. Promising to conserve our environment by managing and mitigating the impact of harmful substances, as defined by industry standards, in its material and manufacturing processes.
3. Being a socially and environmentally conscious company, operating in full compliance with the local laws and regulations regarding the ethical, corporate governance, labour, health and safety, and environmental compliance of the countries within which we conduct business.

## **Stakeholder Relations & Human Rights**

As a global supplier to customers worldwide, Marco operates across a diverse range of cultures and international markets. We are proud of our commitment to apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate and are committed to providing equal opportunity in all aspects of employment.

We do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment. These are reflected in our Company Handbook for all employees.

Marco works with our suppliers to help them treat their workers and employees fairly and with dignity and respect, maintain safe working conditions, and conduct manufacturing activities in an environmentally safe and responsible manner. Marco does not tolerate human rights abuses, human trafficking and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse. These are reflected in our Vendor Management Policy.

## **Community Involvement**

Marco strives to understand and respect the cultural values and laws wherever we operate. We actively support initiatives in those communities where our employees live and work. This commitment is visible in our contributions of financial, equipment and volunteer support. We encourage our employees to contribute time and energy in leadership and other roles in community organizations.

Effective From            Jan 1 2018