



## Marine Arctic Geological Expedition

### BUSINESS ETHICS POLICY

Adopting this Business Ethics Policy, JSC MAGE undertakes to ensure compliance with its requirements by all Company employees (employees of contractors and subcontractors, employees under paid service contracts (hereinafter referred to as the "Employees").

#### Objective:

The objective of the Policy is to create safe, comfortable and equal working conditions for all employees.

#### Requirements:

- Compliance with the principles of justice, loyalty, transparency, efficiency and integrity. Bribery, unlawful protectionism, collusion, pressure and personal requests for personal interests or in the interests of others are prohibited;
- Forced labour is not acceptable. Anyone working for JSC MAGE does it voluntarily under an effective employment contract and receives wages and medical care according to the legislation of the Russian Federation;
- Employees of the Company, regardless of their gender, religion, race, nationality, sexual orientation or physical abilities, perform activities under an effective employment contract and collective bargaining agreement and have equal rights and opportunities in respect of bonuses or other remuneration based on their performance;
- Employees of JSC MAGE have the right to join associations and collectively express and defend common interests, including by concluding collective bargaining agreements;
- Any forms of harassment are unacceptable, including:
  - Creating unfriendly or hostile atmosphere towards one or more staff members;
  - Unreasonable interference with work performed by other employees;
  - Abasement of human dignity, threats or aggressive actions or words;
  - Offensive jokes or inappropriate gestures;
  - Demonstration of offensive materials related to any sex, faith-based confession, race, nationality, sexual orientation or physical abilities.

The fact that an employee has faithfully reported a problem or concern cannot affect his or her career.

24.02.2021

Director General,  
JSC MAGE



A.G. Kazanin