



## MARINE GROUP

# Tuco Group – Corporate Social Responsibility (CSR) Policy

## 1. Introduction

At Tuco Group, our approach to corporate social responsibility is built on our role as a pioneer in the maritime industry. With a focus on innovative lightweight materials and sustainable technology, we strive to reduce environmental impact and make a positive societal contribution. Our CSR policy is grounded in our mission, vision, and core values.

## 2. Purpose

This policy defines Tuco Group's responsibilities regarding the environment, working conditions, ethical business practices, and stakeholder collaboration. It serves as the foundation for our efforts to operate responsibly and fulfill our obligations under legislation, international standards, and local needs.

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## 3. Environmental Responsibility

Building on our Environmental Policy, Operations Log, and environmental permits, Tuco Group systematically works to:

- **Minimize environmental impact:** We assess materials, processes, and disposal methods to reduce waste and environmental footprint.
- **Optimize resource utilization:** Monitor material, energy, and water usage to reduce consumption and enhance efficiency. Through our Operations Log, we document resource use and maintenance.
- **Continuous improvement:** Implement and evaluate environmental initiatives through monthly monitoring of materials and resources per unit produced. We are committed to promoting responsible consumption and production, contributing to the achievement of the UN Sustainable Development Goal 12.

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## 4. Social Responsibility and Working Conditions

Tuco Group prioritizes a healthy and safe working environment in line with our Employee Handbook and Workplace Policy:

- **Healthy work environment:** Ensure good physical and mental working conditions and prevent wear and tear as well as workplace accidents.
- **Diversity and inclusion:** Treat all employees equally without discrimination, promoting equality and diversity.
- **Employee development:** Offer training, education, and development opportunities to attract and retain qualified employees.
- **Internships and apprenticeships:** Maintain an internal policy of having at least 10% of employees as apprentices or interns, fostering future talent and strengthening the connection between education and the labor market.

- **Integration and inclusivity:** Strive to always include flex-job employees as part of our effort to create an inclusive workplace that supports diverse needs and fosters a broad sense of community.
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### 5. Ethics and Business Integrity

Tuco Group places a strong emphasis on conducting business with high ethical standards and integrity. We are dedicated to ensuring that our company and entire value chain uphold responsible and transparent principles, including:

- **Compliance with laws and regulations:** Adhere to all relevant national and international regulations within our industry and hold our suppliers to the same standards through our Supplier Code of Conduct.
- **Responsible business conduct:** Maintain zero tolerance for corruption, fraud, and bribery. Our employees and partners are committed to acting with integrity and transparency.
- **Sustainable choices:** Ethical conduct also encompasses our commitment to promoting sustainable practices both internally and in collaboration with suppliers and customers.
- **Data protection:** Ensure security and confidentiality of all data, complying with applicable legislation.
- **Customer Due Diligence (CDD):** To ensure compliance with national and international sanctions and export control regulations, Tuco Group follows a comprehensive customer due diligence procedure. This includes customer data identification and verification, risk assessment, purchase analysis, documentation, and handling of warning and escalation signals. This procedure ensures compliance with legal and ethical standards.

This focus on ethics and responsibility not only ensures that we operate conscientiously but also strengthens trust among our customers, partners, and stakeholders.

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### 6. Focus on Innovation

Innovation is a core value at Tuco Group. We actively participate in international development projects that promote sustainability and innovation in the maritime sector. Additionally, we regularly attend industry conferences to stay updated on the latest trends and developments. These events allow us to showcase our progress and products while contributing to the green transition in the maritime industry.

We also actively collaborate with universities and students to foster innovation and development. Through internships and mentorships, we provide students with opportunities to gain experience in the maritime sector. Furthermore, we contribute with thesis topics that support research and the development of new sustainable solutions in the industry.

Our involvement in development projects exemplifies our commitment to creating solutions that benefit both our customers and the environment. Some projects we have participated in include:

- **DIGI4ECO:** A groundbreaking initiative focusing on new solutions for managing and restoring marine ecosystems and biodiversity through digital innovation.

- **REFEST:** A project focused on scalable and easily installable technologies for traditional fishing vessels, aiming to reduce fuel consumption and greenhouse gas emissions by up to 40%.
  - **BLUE DOLPHIN:** A project supporting the development of fuel cells as a cleaner energy source, reducing fuel consumption and emissions in maritime transport.
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### 7. Stakeholder Engagement and Local Communities

As a global player in the maritime industry, we engage in:

- **Local communities:** Contribute positively through open dialogue and support for development. We support local associations through sponsorships to promote community initiatives.
  - **Customer solutions:** Offer sustainable products that reduce fuel consumption and environmental impact.
  - **Knowledge sharing:** Promote innovation and responsibility in the industry through partnerships and knowledge exchange.
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### 8. Compliance and Follow-Up

The implementation of Tuco Group's CSR policy is managed by a dedicated internal team working to ensure that the policy becomes an integrated part of our daily operations. The team:

- Regularly evaluates our CSR efforts and documents the results.
- Adapts our policies and procedures to ensure continuous improvement and compliance. We report annually on our progress, ensuring transparency with our stakeholders.