

Mascot Corporate Social Responsibility (CSR) Policy

Scope of policy

The purpose of this policy is to have clear and uniform standards for ensuring that all business operations are carried out in an ethical and responsible manner. The policy applies to all employees within the Mascot Group (Mascot), which includes the subsidiaries in Norway, Estonia and China.

Objectives

Mascot wish to have a positive and trustworthy reputation in all aspects of our business and all Mascot employees shall conduct business with integrity, respecting laws and regulations, rights, cultures and dignity of individuals in all business matters. Compliance with international, national and regional laws, regulations and standards is mandatory within the Mascot Group. The Mascot CSR policy is built upon the United Nations (UN) Global Compact's 10 principles.

Human Rights

Principle 1: Mascot supports and respects the protection of internationally proclaimed human rights; and
Principle 2: we will make sure that we are not complicit in human rights abuses.

Labour

Principle 3: Mascot upholds the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4: the elimination of all forms of forced and compulsory labour;
Principle 5: the effective abolition of child labour; and
Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Mascot supports a precautionary approach to environmental challenges;
Principle 8: undertakes initiatives to promote greater environmental responsibility;
Principle 9: encourages the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10: Mascot is working against corruption in all forms, including extortion and bribery.

Policy approved by the Mascot Board of Directors 2019-04-08