

Marel's Diversity Policy

Purpose and objectives

Marel's Diversity policy is intended to be used for guidance to ensure equality and diversity within the company and increasing job satisfaction as well as well-being in the workplace. The policy supports Marel in becoming a desirable and responsible workplace that attracts the most qualified employees.

It must be ensured that employees are not discriminated against on the grounds of their gender, beliefs, nationality, race, sexual orientation, religion, colour, personal finances, family, age or on any other grounds. Data and statistics on equality and diversity at Marel will be systematically collected to ensure the successful implementation of the policy and convey the results in a clear, efficient and organised manner. The policy also stipulates that bullying and sexual harassment will not be tolerated in the workplace.

Marel's Diversity policy rests on four pillars that each are intended to address the following topics:

1. Equal opportunity
2. Culture
3. Bullying, violence and harassment
4. Visibility

Marel's diversity committee is appointed biannually, and its members must represent the diversity of the company's staff. The presentation of the diversity policy is the responsibility of the CEO, while its execution is the responsibility of the Human Resources Director and company's management. Marel's diversity committee must review the policy at least biannually, following an audit and report on the state of affairs at each time.

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1. Equal Opportunity

Currently, only 15% of Marel's employees are female. The short-term goal is therefore to correct this bias by way of special initiatives to increase the awareness and interest of women in the company and the work carried out within it. Marel's goal is to achieve a more equal gender ratio among its staff and for particular positions to cease being classified as especially suited to men or women. When seeking and selecting qualified employees, the hiring process must be transparent and non-discriminatory.

Marel policy is to pay men and women equal wages for equally valuable jobs. Full equality shall be maintained when determining salaries, and the criteria used when determining wages may not include any gender discrimination or other discrimination.

When hiring, all positions at Marel are non-gender-specific. Marel's long-term goal is to achieve a gender ratio as equal as possible in all areas within Marel, including managerial positions, committees and councils.

The management and employees of Marel are encouraged to seek further knowledge. The opportunities of employees to seek continuing education, job training and job development in order to increase their skills and further their careers are equal and not based on gender.

2. Culture: reconciling family and working life

The work environment and work conditions indicate a respect for both genders and diversity. This applies to company facilities and other circumstances, such as exhibitions held by the company, during travel and activities with customers, to the extent possible.

Marel will continue to make systematic effort to enable employees to reconcile their work and private life. Employees are enabled to co-ordinate their work and familial duties by way of flexible working hours, part-time jobs or other professional flexibility that is available. Overtime work is to be limited, when possible, and overtime systematically managed by supervisors.

The management of Marel is to act as role models when it comes to overtime work, and managers are encouraged to assist employees in organising tasks and working hours. Managers receive support and assistance so that they themselves can maintain a balance between their work and private life.

Employees are offered support when they have to deal with difficult conditions, such as reduced ability to work, serious illness or other setbacks. Employees are also encouraged to utilise their maternity/paternity leave.

3. Bullying, prejudice and gender-based or sexual harassment

Marel does not under any circumstances tolerate bullying, prejudice, violence or gender-based or sexual harassment. A very serious view is taken of complicity in bullying prejudice and gender-based or sexual harassment. The provisions in the diversity policy regarding bullying prejudice and gender-based or sexual harassment are based on Marel's policy on bullying, which applies to all employees, of Marel's contractors and others who work at Marel's facilities.

The goal of Marel's policy on bullying is to prevent bullying, sexual harassment and other inappropriate conduct in the workplace. If it is deemed that bullying, prejudice, violence or gender-based and/or sexual harassment has taken place, formal proceedings are initiated and may result in the dismissal of the perpetrator or other participants.

Employees are encouraged to be polite and respectful in their demeanour. Marel's code of conduct reads in part: "We are an international company and welcome everyone, regardless of gender, race, nationality, age and physical ability. We want everyone to have equal opportunities and expect our employees to treat others with respect and without discrimination in all their fields of employment."

According to Marel's policy on bullying, any manager who is charged with alleged bullying or gender-based or sexual harassment shall be disqualified from taking decisions on the employment conditions of the plaintiff while proceedings are ongoing. The manager's immediate superior shall take such decisions in this case.

4. Visibility:

Marel is a global company and strives to be a role model regarding conduct, operations and image. This applies as much to diversity as to other company matters.

Marel is active in promoting its achievements in diversity matters, both within and outside the company. This is done by measuring and disseminating key factors and actions in the field.