

STRUKTURMETALL®
Der Spezialist für strukturierte Edelstahlbleche

SUPPLIER CODE OF CONDUCT

© January 2022

Minimum wages and working hours

Supplier shall comply with all applicable laws and regulations, including (but not limited to) those relating to minimum wages, working hours and overtime hours. Suppliers are expected to provide their employees with fair and competitive compensation and benefits.

Health & Safety

Supplier shall ensure a safe and healthy workplace or any other location where work is undertaken in compliance with all applicable laws and regulations, ensuring, at a minimum, reasonable access to potable water and sanitary facilities, fire safety, and adequate lighting and ventilation. Supplier must implement appropriate controls, safe procedures and protocols for providing appropriate protective equipment in compliance with all applicable laws and regulations. Supplier must take all appropriate measures to protect its employees from any health hazards and ensures that employees who work in a facility are carefully selected and properly trained.

Freedom of Association

Supplier shall recognise and respect the right of employees to freely associate, organise and bargain collectively, to establish or join labour unions and representative organisations, if they wish to do so.

III. Environment

Environmental Policy

STRUKTURMETALL works to continuously assess and reduce our environmental impact. We aim to prevent environmental damage and minimise our use of energy and resources. Suppliers must comply with all environmental laws and regulations applicable to the workplace, the products produced, and the methods of manufacture. Additionally, Suppliers must not use materials that are considered harmful to the environment, but should encourage the use of processes and materials that support sustainability of the environment throughout their supply chain. We expect our Suppliers to avoid pollution and prevent the wasteful use of natural resources. Supplier must respect and support the UN Global Compact's environment principles (principles 7, 8 and 9). Suppliers are expected to establish and maintain a suitable environmental management system (e.g. in accordance with ISO 14001 or national equivalent).

Conflict Minerals

Supplier shall comply to all applicable conflict minerals laws and regulations. Additionally, Suppliers must establish a policy to reasonably assure that conflict materials (including tin, tungsten, tantalum and gold) which may be contained in

the products they manufacture do not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses.

IV. Miscellaneous

Audit and non-compliance with this Code

Upon request, the Supplier shall provide STRUKTURMETALL with all necessary and/or requested documents that demonstrates compliance with this Code. Supplier shall address any violations of this Code or equivalent standards that come to their knowledge and shall take appropriate actions. STRUKTURMETALL reserves all rights to ensure the Supplier's compliance with this Code through monitoring, independent third party verification and audit. STRUKTURMETALL shall be entitled to terminate individual orders and/or the contractual relationship with the Supplier in case the Supplier and/or any third party involved by the Supplier is in breach with any of the provisions of this Code and does not effectively cure such breach within a reasonable time set by STRUKTURMETALL.

Indemnification

Supplier shall indemnify and hold STRUKTURMETALL and its officers, employees, successors and assigns harmless from and against all costs, expenses (including, without limitation attorney's and accountant's fees and all disbursements), losses, liabilities or obligations arising at any time out of any breach of, or failure to perform any obligation of Supplier and/or any third party directly/indirectly involved by the Supplier, under this Code.

Declaration to be signed by Supplier:

Herewith I confirm that I have received the STRUKTURMETALL Supplier Code of Conduct and commit to comply with it in doing business with STRUKTURMETALL.

Company:.....
(Supplier's Company Stamp)

Name:

Title:

Date:

Signature: