



## UNIMETALS SUPPLIER CODE OF CONDUCT

August 2023

### INTRODUCTION

Unimetals values the principles of sustainable development in our supply chain and are committed to ethical, sustainable and socially responsible procurement. We partner with our suppliers to further develop their sustainability performance in our supply chain.

This Supplier Code of Conduct (the “Code”) sets out our expectations and minimum requirements for supply, however, we expect our suppliers to fully comply with all applicable laws and to adhere to internationally recognized human rights as well as environmental, social and corporate governance standards (“ESG Standards”) as in particular laid down in international conventions.

This Code does not supercede any legal or contractual obligation that you may have.

### CODE OF CONDUCT

#### Safe and Healthy Working Environments

You will endeavour to provide employees with a safe and healthy working environment.

#### Forced or Child Labour

You do not directly or indirectly use forced labor of any kind (including, but not limited to, modern slavery and human trafficking) nor do you employ people under the minimum legal working age.

#### Working Hours & Suitable Remuneration

You comply with minimum wages and working hours in accordance with local laws, and ensure compensation of a living wage according to local living conditions.

#### Freedom of Association and Collective Bargaining

You will uphold the freedom of association and the right to collective bargaining in accordance with applicable laws.

#### Discrimination

You will strive to ensure equal opportunities in the workplace and will not engage in discrimination when recruiting or during the ongoing employment of your employees.

#### Abuse and Harassment

You will respect employees’ human rights and will not tolerate abuse or any form of harassment.

#### Anti-Corruption

You will consider business integrity as the basis of business relationships, prohibit all types of bribery, corruption and money laundering and comply with applicable laws and regulations.

#### Environment

You will comply with all applicable environmental, occupational health and safety standards and regulations. In addition, we expect you to take efforts to protect the environment and consider the impacts of your business activities on local communities and ecosystems as well as minimizing your negative impact on biodiversity, climate change and water scarcity to protect the livelihood of people.

#### Information Disclosure

You will disclose information with respect to the aforementioned matters in a timely and appropriate manner.

#### **Supplier Agreement:** I confirm that:

- I have read and understand the principles of the Code
- I will comply with the standards contained in the Code
- I will speak up using the resources listed Code become aware of any violation of the Policy or related standards or if I am unsure of the proper course of action

#### **Signature**

Supplier’s signature:

Name:

Title / Position:

Entity Name:

Date: