

SUPPLIER CODE OF CONDUCT (CoC)

Principles of behavior for Suppliers of the Montanstahl Group

PREAMBLE

At Montanstahl, we believe in responsible sourcing and the ethical treatment of all individuals involved in the production and distribution of our products. This Code of Conduct (CoC) is a representation of the values and principles that we uphold and expect our suppliers to adhere to. We understand that the supplier's commitment is pivotal in ensuring the quality, integrity, and sustainability of our operations. This CoC serves to guide and encourage our suppliers towards business practices that reflect our core values.

1. Commitment to Ethics, Integrity, and Local Laws

- 1.1. Suppliers are expected to operate with the highest standards of integrity and fairness.
- 1.2. Any form of corruption, extortion, embezzlement, or bribery is strictly prohibited.
- 1.3. Suppliers must provide accurate information during business transactions and should not engage in fraudulent practices.
- 1.4. Suppliers are expected to adhere to all applicable local laws and regulations in their respective operating regions.

2. Respect for Human Rights and Labor Standards

- 2.1. Suppliers must respect the human rights of their employees and shall not engage in or support any form of forced labor, child labor, or human trafficking.
- 2.2. All workers should be treated with dignity and respect. Discrimination, harassment, or abuse in any form is not acceptable.
- 2.3. Suppliers should provide a safe and healthy working environment for their employees, in compliance with local regulations and international standards.
- 2.4. Fair compensation and working hours that comply with local labor laws and standards must be ensured.

3. Environmental Responsibility

- 3.1. Suppliers should aim for sustainable practices, minimizing environmental harm and maximizing resource efficiency.
- 3.2. All environmental regulations, laws, and standards in the supplier's operating country should be adhered to.
- 3.3. The promotion of practices that reduce waste, emissions, and the overall environmental footprint is encouraged.



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4. Protection of Privacy

- 4.1. Suppliers must respect and safeguard the privacy of all personal and confidential information related to their operations, clients, employees, and business partners.
- 4.2. Any data shared between Montanstahl, and the supplier must be securely stored, processed, and disposed of in accordance with prevailing data protection regulations and best practices.
- 4.3. Unauthorized disclosure or misuse of such information is strictly prohibited and may result in termination of the business relationship.

5. Compliance with General Purchasing Terms & Conditions

- 5.1. Beyond this CoC, suppliers must familiarize themselves and abide by Montanstahl's "General Purchasing Terms & Conditions" which delineate all specific requirements expected from suppliers.
- 5.2. Adherence to the "General Purchasing Terms & Conditions" is a testament to the supplier's commitment to quality, efficiency, and a sustained partnership with Montanstahl.

6. Encouragement for Continuous Improvement

- 6.1. Suppliers are encouraged to continuously seek improvements in their ethical, social, and environmental practices.
- 6.2. Montanstahl is willing to collaborate and support its suppliers in achieving higher standards, reflecting our mutual commitment to excellence.

Conclusion

Together with our suppliers, we can forge a path of excellence, responsibility, and sustainability.

Revision History

Rev.	Date	Description	Written by	Approved by
1.0	28/10/2023	Release	Filippo Stumm (Purchasing Director)	Wolfgang Stumm (CEO)

