



Code of Conduct for Metalfer Polonia Suppliers

The Code of Conduct defines the basic requirements placed on the Suppliers of goods and services of Metalfer Polonia, concerning their responsibilities towards their stakeholders and the environment.

The Supplier declares herewith:

- **COMPLIANCE WITH LAW**

Metalfer Polonia Suppliers must comply with all applicable laws, codes, or regulations of the countries, states, and localities in which they operate.

In addition, Metalfer Polonia Suppliers must require their suppliers to do the same.

- **ETHICAL BUSINESS PRACTICES – prohibition of corruption and bribery,**

Metalfer Polonia expects its Suppliers to conduct their businesses in accordance with the highest standards of ethical behaviour and in accordance with applicable laws and regulations.

Any form of corruption and bribery is not tolerated.

- **RESPECT FOR THE HUMAN RIGHTS OF EACH AND EVERY EMPLOYEE**

Metalfer Polonia expects its Suppliers:

- to respect individuality, human rights, and the privacy and dignity of all of its employees,
- to seek to eliminate discrimination of all kinds, whether based on race, nationality, gender, religion, belief or physical disability,
- to refuse to employ anyone against his will,
- wages and benefits must be in conformity with minimum wage prescribed by law,
- conformity of working hours with labour laws,
- to respect legal rights of employees to freedom association.

- **PROHIBITION OF CHILD LABOR**

Suppliers shall not employ child labor and comply with the minimum of local minimum working age laws and requirements or the International Labor Organization (ILO) standards.

- **HEALTH AND SAFETY OF EMPLOYEES**

Suppliers shall take responsibility for the health and safety of its employees as well as provide training and ensure its employees are educated in health and safety system.

- **ENVIRONMENTAL PROTECTION**

Metalfer Polonia Suppliers shall comply with all environmental laws and regulations applicable to their operations worldwide, especially including requirements of ISO 14001.

- **SUPPLY CHAIN RESPONSIBILITY**

Suppliers should take care that their subcontractors follow Code of Conduct.

No discrimination allowed regarding choice and the treatment of Suppliers.

We, as.....(the name of the company) hereby declare knowledge of The Code of Conduct for Metalfer Polonia Suppliers and confirm to follow its requirements.

.....
SIGNATURE

.....
DATE