



MacArtney Group

Code of Conduct

Supplier

Code of conduct - Supplier

Introduction

MacArtney Group wants to act responsibly and run our business in a more sustainable way. With this code of conduct, we encourage all our suppliers and partners to run their operations in a safe and responsible way and to manage impacts on human rights, the environment, and anti-corruption in their business.

MacArtney Group has joined the UN Global Compact initiative as a part of the company's continuous ESG efforts. The Global Compact was announced in 1999 as a UN initiative for the business community to help promote sustainable development in the world. The Global Compact lays down 10 principles in four important areas: human rights, labour rights, environment, and anti-corruption. MacArtney Group urges all suppliers and partners to support Global Compact.

MacArtney Group closely follows the global geopolitical situations in high-risk countries and supports sanctions imposed by international communities. We strongly compel our suppliers to do the same.

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United Nations Global Compact

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1. General demands for suppliers

The Code of Conduct establishes a minimum requirement, and MacArtney Group urges its suppliers to strive for continuous improvement within all areas covered by this Code of Conduct.

To prove compliance, suppliers can be asked to provide MacArtney Group with information concerning subjects mentioned in this Code of Conduct.

Suppliers must respect that MacArtney Group employees are committed to acting with honesty, integrity and trustworthiness and that MacArtney Group's employees cannot accept, either directly or indirectly, anything which could appear to influence decisions with respect to MacArtney Group's relationship with a particular supplier.

Violation of this "MacArtney Group Code of Conduct for Suppliers" can bring the relationship to an end.

Legal compliance

Suppliers should comply with all applicable local laws, regulations, and industry standards. MacArtney Group strongly encourages its suppliers to comply with ILO and UN Conventions supporting human rights and anti-corruption.

Monitoring and Evaluation

Suppliers should maintain, on-site, any documentation that may be necessary to demonstrate compliance with the Code of Conduct. All suppliers should be prepared to provide full access to possible on-site inspections by MacArtney Group or its designated representatives and access to records that might determine compliance or non-compliance with the Code of Conduct.

2. Human rights and labour rights

Child Labour

Child labour should not be engaged in or benefited from. The minimum age for full-time employment should not be less than the age of completion of compulsory schooling and, in any case, should not be less than 15 years (or 14 years where established by local laws in accordance with the ILO developing-country exception).

Disciplinary Practices

Physical punishment, threats of violence or other forms of mental or physical coercion or abuse should not be used. Monetary fines or deductions in compensation as a means of disciplinary measure should not be allowed.

Discrimination

Discrimination, directly or indirectly, in hiring and employment practices on grounds of race, colour, sex, language,

religion, political or other opinion, age, national, social, or ethnic origin, property, sexual orientation, birth or other status should not be engaged in or supported.

Wages, Benefits & Holidays

Employees should be paid a decent living wage and at least the minimum wage required under local laws and regulations. Additionally, all benefits required by local laws and regulations must be provided. Employees should be entitled to sick and maternity leave as provided by local laws and regulations.

Working Hours

MacArtney encourages suppliers to follow local laws regarding working hours. Working hours must be compensated consistent with local laws and regulations.

Employment Terms

Employees should be provided with written confirmation of employment terms, if and as required by local laws and regulations.

Freedom of Association and the Right to Collective Bargaining

The rights of the employees to choose to be a trade union member and to bargain collectively as permitted by local laws and regulations should not be interfered with or restricted. In situations or countries in which the rights regarding freedom of association and collective bargaining are restricted by law, parallel means to freedom of association and collective bargaining should be facilitated for all personnel by the vendor.

Health and Safety

Suppliers should provide a safe and healthy working environment in compliance with all local laws and regulations.

Conflict Minerals

Minerals, such as tin, tungsten, tantalum and gold (3TG), should not be sourced from conflict-affected or high-risk countries, where the extraction and trade of these minerals may have been linked to human rights abuses and armed conflict.

3. Environment

Local laws and regulations regarding the protection of the environment should be complied with. Suppliers should strive to have management systems in place and to reduce waste, energy and emissions to air, ground, and water; handle chemicals in an environmentally safe way; handle, store, and dispose of hazardous waste in an environmentally safe manner; contribute to the recycling and reuse of materials and products; implement environmentally friendly technologies.

4. Corruption and bribery

Suppliers should work against corruption in all its forms, including extortion and bribery. Bribes should not be offered, promised, given, accepted, knowingly benefited from, or demanded.

For and on behalf of:

Company Name: _____
and its affiliates.

Signature and stamp _____

Date: _____

