

RHI MAGNESITA SUPPLIER CODE OF CONDUCT

Addendum to the supplier contract

At RHI MAGNESITA we are of the opinion that we bear societal responsibilities in all our business transactions. We do not solely focus on adhering to current laws, but beyond, we also strive to meet the ethical and moral standards to which we have committed ourselves in our Code of Conduct and our sustainability strategy. The protection of human rights, health, safety and the environment constitutes one of the essential values of RHI MAGNESITA. Furthermore, we are committed to fair competition and strictly refuse to participate in any dishonest practices such as bribery and corruption.

As we act in a global and interconnected economy, we involve all our stakeholders in our decisions and align all our actions with the principles of sustainable management. In order to implement this aspiration on all levels we also ask our business partners to follow our example and commit to the same principles. In their respective sphere of influence we expect our suppliers and service providers to

- Respect and promote human and civil rights,
- Comply with applicable labour and social laws and recognize the right for collective bargaining and freedom of association of all employees
- Refrain from using any form of forced, compulsory or child labour
- Adhere to the principles of equal opportunities and non-discrimination in the case of staff appointment, selection and promotion
- Comply with applicable regulations concerning safety and health
- Remunerate employees, independent of their type of employment, at or above minimum wages
- Adhere to all applicable environment protection laws
- Act in a fair and honest manner on the market and adhere to applicable competition laws
- Comply with all applicable anti-bribery and anti-corruption laws
- Respect all applicable embargos and sanctions
- Communicate the above-listed principles to their own suppliers, subcontractors and service providers and demand adherence to these principles.

Suppliers of RHI MAGNESITA may be asked to complete a questionnaire of self assessment on the contents of the Supplier Code of Conduct at a future point of time and, if necessary, accept further inquiries, on-site visits or a complete compliance audit. If the provisions of this Supplier Code of Conduct are not met, a catalogue of measures shall be defined for a certain period of time and the progress concerning those measures will be monitored. Otherwise it may not longer be possible for RHI MAGNESITA to engage in further business transactions with this supplier. Suppliers, on the other hand, are encouraged expressly, to notify our Compliance Helpline, which can directly be accessed via our website (www.rhimagnesita.com), of any unethical or illegal behaviour or suspicions of misconduct of an RHI MAGNESITA employee or a third party contracted by RHI MAGNESITA.

Supplier declaration:

Hereby, we recognize the RHI MAGNESITA Supplier Code of Conduct and commit to the adherence of the therein mentioned provisions and all applicable laws.

Place and date

Stamp and corporate signature