



RHI MAGNESITA

## RHI MAGNESITA SUPPLIER CODE OF CONDUCT

At RHI MAGNESITA we believe we have a social responsibility in all our business transactions. We are committed to adhering to all applicable laws. We 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 constitute 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 our actions with the principles of sustainable management. We ask our suppliers and service providers (“Suppliers”) to follow our example and commit to the same principles. In their respective sphere of influence, we expect our Suppliers to:

- Respect and promote human and civil rights;
- Comply with applicable labor 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 labor;
- Adhere to the principles of equal opportunity 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 in 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 be responsible for their adherence to these principles and the consequences of their breach to them.

Suppliers of RHI MAGNESITA may be asked to complete a self-assessment questionnaire on the contents of the Supplier Code of Conduct at a future point of time and, if necessary, respond to further inquiries, on-site visits, or a complete compliance audit. If the provisions of this Supplier Code of Conduct are not met, RHI MAGNESITA will take action to have the Supplier rectify its behaviors. Otherwise, RHI MAGNESITA may need to sever the business relationship under the terms of the applicable legal document in place (purchase order, general terms and conditions and/or contract, as the case may be). Suppliers, on the other hand, are encouraged expressly, to notify our Compliance Helpline (accessible at [www.rhimagnesita.com/de/compliance-helpline](http://www.rhimagnesita.com/de/compliance-helpline)) of any unethical or illegal behavior or suspicions of misconduct of an RHI MAGNESITA employee or a Supplier of RHI MAGNESITA.

### Supplier declaration:

We hereby recognize the RHI MAGNESITA Supplier Code of Conduct and commit to adhering to its provisions and all applicable laws.

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Date

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Supplier Signature