

## *Magotteaux Supplier Code of Conduct*

### **Introduction**

Magotteaux strives to set an example of sustainable supply chains and enable development of communities that create value for future generations. Magotteaux wants to build relationships with suppliers that are reciprocal to all parties based on shared values, ethics, and social responsibilities.

Here within, the term “supplier” refers to all suppliers including contractors, distributors, subcontractors, consultants, and agents. All suppliers are responsible for all levels of their supply chain. Magotteaux suppliers must always comply with current legislation, rules and regulations in the countries in which they conduct business relationships.

This Supplier Code of Conduct is an extension of Magotteaux’s Code of Ethics and also the Supplier Code of Ethics and Conduct of our holding company, Sigdo Koppers.

### **Our commitment to suppliers**

Guided by its core principles, Magotteaux commits to:

- **Collaborate** with suppliers to enhance social (covering health, safety, and human rights), environmental, and ethical benchmarks. This could involve combined or external evaluations like process audits, site inspections, or accreditations to measure adherence to established criteria, including Magotteaux's foundational principles outlined in its Code of Ethics, the ethical guidelines of suppliers, or relevant industry sustainability standards.
- **Support & Prioritize:** Aid suppliers in pinpointing areas that don't meet the set standards and collaboratively strive for enhancements promptly, potentially through the dissemination of best practices and training. Concentrate efforts on segments of the supply chain with the most significant risks and the greatest potential for improvement.
- **Respect:** Engage with our suppliers professionally, ensuring fairness, transparency, and objectivity in all interactions. This commitment extends to treating supplier personnel at our locations with the same consideration and workplace standards as our own team members.
- **Champion Sustainability:** Advocate for eco-friendly supply chain methods in our sector, placing an emphasis on collaborating with suppliers that consistently demonstrate robust and validated sustainable practices.
- **Communicate and train:** Ensure that all Magotteaux employees are aware of this policy and that those responsible for purchasing are appropriately trained.
- **Continuous Improvement:** Periodically reassess our guidelines and methods to align them with our commitment to responsible procurement and overarching sustainability objectives.

## What we expect from our suppliers

All suppliers to Magotteaux, and their associated entities, must adhere to this Code of Conduct.

We anticipate our suppliers to establish systems and processes that align with the stipulations of this Code, considering their scope and nature. While we acknowledge the diverse operational landscapes of our suppliers, this Code serves as a benchmark. When local laws are more permissive, suppliers should still uphold the standards herein; if stricter, suppliers must comply. We urge our suppliers to transcend these guidelines and propagate them through their business networks.

Our expectations resonate with the UN's 17 SDGs, emphasizing Climate Action, Decent Work, Health and Well-Being, Gender Equality, and Responsible Consumption.

## General Principles

Suppliers should actively pursue the standards in this policy. Non-compliance may necessitate remediation plans, and persistent failures might jeopardize our partnership. Furthermore, suppliers are encouraged to identify and implement enhanced sustainable business measures.

### 1. Health & Safety

- 1.1. Magotteaux prioritizes safety and well-being. We expect our suppliers to commit to a zero-accident culture and uphold health and safety standards akin to ours. Specific policies and instructions apply to those suppliers entering Magotteaux sites and must be strictly observed. Non-compliance with health and safety guidelines or poor performance on this field can justify the immediate suspension of the contract.

### 2. Ethical Business Practices

- 2.1. Magotteaux upholds and expects fair, ethical, and transparent business practices. Suppliers should operate with genuine integrity and transparency.
- 2.2. Engaging in bribery, corruption, or any form of unethical conduct is unequivocally forbidden. We urge suppliers to establish and uphold anti-bribery and anti-corruption policies within their entities.
- 2.3. Magotteaux strictly acquires materials and services in compliance with both national and international standards, which encompass anti-corruption, anti-money laundering, and sanctions-based export controls.
- 2.4. Our dedication to sourcing only legally and sustainably produced raw materials means we abstain from procuring 'conflict minerals or materials.'
- 2.5. We expect our suppliers to establish and enforce policies that emphasize the importance of ethical business conduct.

### 3. Human Rights

- 3.1. Magotteaux holds human rights in the highest regard, especially concerning employees and local communities, and is dedicated to endorsing these values among its suppliers. We urge our suppliers to establish and uphold policies that guarantee the respect of human rights throughout their operations and within their

own supply chains, aligned with Magotteaux's principles. This includes a heightened focus on issues like child or forced labor, discrimination, freedom of association, and providing appropriate employment conditions.

- 3.2. Suppliers must uphold and champion the human rights tenets outlined in the Universal Declaration of Human Rights.
- 3.3. Any form of discrimination, child labor, forced labor, or abuse is strictly prohibited.
- 3.4. It's imperative for suppliers to maintain a safe and health-conscious environment for their workforce.
- 3.5. Suppliers must actively support and implement practices that promote gender equality, ensuring that all individuals have equal opportunity for employment and advancement based on their skills and performance, regardless of gender. This includes equal pay for equal work, prevention of sexual harassment, and the creation of a work environment that empowers all genders.
- 3.6. Magotteaux is committed to an inclusive culture that fosters equality and opposes discrimination in all forms—be it gender, race, religion, age, or sexual orientation. We uphold a merit-based opportunity framework where individual skills and talents are the sole criteria for success. We extend this standard to our suppliers and partners, expecting adherence to these principles of fairness and equality.

#### **4. Labor Standards**

- 4.1. Suppliers must champion workers' rights, encompassing the freedom of association and the entitlement to collective bargaining.
- 4.2. Employees should be granted equitable wages and balanced working hours.
- 4.3. Suppliers should actively foster a diverse and inclusive work environment.

#### **5. Environment**

- 5.1. Magotteaux prioritizes sustainability and has set environmental targets to reduce its ecological footprint and combat climate change. We endeavor to collaborate with suppliers who share this commitment and adopt exemplary environmental management practices, encompassing energy and resource conservation, biodiversity preservation, waste minimization, CO2 emissions reduction, and recycling.
- 5.2. Suppliers are encouraged to lessen their environmental impact by conserving resources and minimizing waste.
- 5.3. Adoption of green practices, including energy optimization and waste reduction, is essential.
- 5.4. Adherence to environmental regulations and standards is obligatory.

#### **6. Sustainable Product and Service Development:**

- 6.1. Suppliers are urged to innovate products and services with an emphasis on sustainability.
- 6.2. Incorporate life-cycle evaluations and environmentally conscious designs in product creation.

#### **7. Community Involvement**

- 7.1. Suppliers ought to proactively engage in and support the communities where they function.
- 7.2. Champion socio-economic projects in surrounding communities.

## 8. Commitment to the United Nations Sustainable Development Goals (SDGs):

8.1. Our dedication to the UN SDGs forms the foundation of our Supplier Code of Conduct. We inspire suppliers to harmonize their actions with the SDGs such as:

- No Poverty (SDG 1)
- Zero Hunger (SDG 2)
- Good Health and Well-being (SDG 3)
- Quality Education (SDG 4)
- Gender Equality (SDG 5)
- Clean Water and Sanitation (SDG 6)
- Affordable and Clean Energy (SDG 7)
- Decent Work and Economic Growth (SDG 8)
- Industry, Innovation, and Infrastructure (SDG 9)
- Reduced Inequality (SDG 10)
- Sustainable Cities and Communities (SDG 11)
- Responsible Consumption and Production (SDG 12)
- Climate Action (SDG 13)
- Life Below Water (SDG-14)
- Life on Land (SDG-15)
- Peace, Justice and Strong Institutions (SDG-16)
- Partnerships for Goals (SDG-17)

## Adherence and Accountability

Suppliers must abide by this Code of Conduct, regularly updating on their alignment with our criteria. Magotteaux might initiate audits to confirm adherence. Non-adherence will result in remedial measures or termination of our partnership.

Together, Magotteaux and its suppliers bear the responsibility of championing sustainability and endorsing the UN SDGs. We're confident that collaborative efforts can drive a global positive change.

## Voicing Concerns

Should suppliers encounter or suspect any infractions of this Code, they are urged to communicate their apprehensions via designated contact avenues stipulated in their Magotteaux contracts, or through the Magotteaux website:

<https://www.magotteaux.com/en/report-a-concern/>

This dedicated form offers a safe platform to report workplace misconduct. Suppliers can confidently voice their concerns, assured of discretion, and prompt redressal when feasible.