

**CODE  
OF CONDUCT FOR  
SUPPLIERS OF RE  
ALLOYS**

**RE  ALLOYS**  
RENEWABLE ENERGY ALLOYS

## **I. OUR INTERPRETATION OF SUSTAINABLE DEVELOPMENT WITH REGARD TO COOPERATION WITH SUPPLIERS**

At Re Alloys, sustainable development is an important element of our business processes. As a leading producer of ferroalloys, we are selling products in almost all European markets. We purchase raw materials, goods and services from suppliers all over the world to produce products of the highest standard.

This requires responsible management that aims to develop a long-term business model with added value. For this reason, our suppliers are an integral part of our sustainable development strategy. All our purchase decisions are made with careful consideration of a set of economic, procedural and technical criteria, as well as relevant social and environmental factors, such as human rights, working conditions, anti-corruption issues and environmental protection.

**Our main objective is to ensure transparency of the selection of suppliers and consistency of the application of the General Terms and Conditions of Purchase as a component of the contracts concluded.**

At Re Alloys, we expect our suppliers to respect the above.

## **II. HUMAN RIGHTS AND LABOUR RIGHTS**

At Re Alloys, we expect our suppliers to respect and observe the basic rights granted to all employees under applicable law.

Furthermore, we expect our suppliers to respect the rights of third parties and to minimise any possible negative effects by taking into account all relevant international standards.

## **III. CHILD LABOUR**

At Re Alloys, we expect our suppliers to prohibit and refrain from all kinds of child labour in their organisation.

## **IV. DISCRIMINATION**

At Re Alloys, we expect our suppliers to promote equal opportunities and equal treatment. As part of the cooperation between Re Alloys and the suppliers, no employee shall be discriminated against on the basis of gender, age, skin colour, race, ethnic or social background, nationality, sexual orientation, disability, religion or belief or political views.

## **V. FORCED LABOUR**

At Re Alloys, we expect our suppliers to prohibit any kind of forced labour or human trafficking in their organisation and any contribution to it.

## **VI. FREEDOM OF ASSOCIATION**

At Re Alloys, we expect our suppliers to respect their employees' freedom and right to associate under applicable law.

## **VII. WORKING TIME AND REMUNERATION**

At Re Alloys, we expect our suppliers to observe the applicable law relating to working time and remuneration.

## **VIII. OCCUPATIONAL HEALTH AND SAFETY**

At Re Alloys, we expect our suppliers to observe the applicable law relating to occupational health and safety. Furthermore, our suppliers are expected to take the best possible care of their employees in terms of preventing accidents and occupational diseases.

## **IX. ENVIRONMENTAL PROTECTION**

At Re Alloys, we expect our suppliers to observe all applicable national laws, regulations and standards aimed at environmental protection.

## **X. PROHIBITION OF CORRUPTION AND BRIBERY**

At Re Alloys, we expect our suppliers to have zero tolerance for corruption and bribery.

In particular, our suppliers are expected to ensure that their employees, subcontractors and agents do not offer, promise or give any benefits to Re Alloys employees or related parties, in order to secure the award of a contract or any other form of preferential treatment for their business transactions.


The goal is also to prevent any factors that may influence our suppliers' decisions due to the conflict of interest of private, business or other nature.

**XI. SUPPLIER RELATIONS**

At Re Alloys, we expect our suppliers to deliver the rules set forth in this document to their employees, subcontractors, etc. and encourage them to abide by the Code.

  
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