



**Moxba-Metrex
Your Catalyst
In Recycling 2022**



Introduction

Moxba – Metrex Supplier Code of Conduct is based upon internationally accepted and advocated principles for ethical and legally compliant business practices. Moxba – Metrex's goal is to ensure that its business relationships are based upon a foundation of integrity and sustainability, and reflect the values and principles that Moxba - Metrex promotes internally and externally.

We believe in producing and distributing our products and services around the world in a responsible and sustainable manner as it builds trust with our business partners. Moxba - Metrex wants to conduct business responsibly and in compliance with applicable laws and regulations. Our suppliers play an integral part in our sustainability journey and we would never succeed without our partners and suppliers.

Moxba - Metrex expects all its suppliers to share the principles which are expressed in this Supplier Code of Conduct. This Supplier Code of Conduct is therefore made available to our suppliers with the goal of strengthening our mutual understanding of how sustainability should be practiced in day-to-day business activities.



Human rights and working conditions



Modern Slavery and Forced Labour

We do not tolerate any form of modern slavery or forced labour, including but not limited to forced, bonded or compulsory labour and human trafficking. Practices such as withholding personal property, passports, wages, training certificates, work or any other document for inappropriate reasons are not acceptable.



Child Labour

We do not tolerate child labour and Supplier shall prevent all forms of child labour. The minimum working age is the age of completion of compulsory school, but never less than 15 years. Employees within the age of 15 to 18 shall not be exposed to work that is likely to harm them physically or mentally.



Working Time, Wages and Benefits

Supplier shall always respect and comply with applicable laws and regulations on working and resting hours, including overtime working hours, sick and parental leave and any other applicable leave regulations not mentioned. Suppliers are expected to provide their employees with fair and competitive compensation and benefits and to support equal pay for work of equal value. Compensation and benefits should aim at providing an adequate standard of living for employees and their families.



Diversity and Inclusion

Equal treatment of all employees must be the fundamental principle of the supplier's policy. Discriminatory treatment, may it be of age, gender, ethnicity, disability, identity, national origin, physical characteristics, pregnancy, religion or sexual orientation will not be allowed under any circumstances. Supplier shall ensure that their employees will not be harassed in any way. Supplier is encouraged to actively promote diversity and inclusion, to provide equitable benefits and working conditions.



Fair Treatment

Supplier shall treat everyone with dignity and respect and provide their employees with a workspace free of harsh and inhumane treatment, regardless of employee characteristics. Supplier shall not tolerate humiliating or physical punishment or allow anyone to be subject to verbal, physiological or sexual harassment or abuse.



Freedom of Speech

Supplier shall commit to an open and constructive dialogue with their employees and representatives. Employees shall be able to openly share ideas and concerns with management regarding working conditions without fear of retaliation in any form. In accordance with local law, supplier must respect the rights of their employees.

Health, safety and environment

Occupational Safety and Health



Supplier shall adequately protect their employees against chemical, biological and physical hazards, such as machines, equipment and chemical substances. All risks must be adequately identified, assessed and controlled through safe work procedures and maintenance. Employees shall be provided with appropriate protective equipment and training. Safety information relating to workplace risks shall be made available to everyone in order to educate, train and protect the employee from safety hazards. Supplier shall have adequate emergency procedures such as emergency plans and fire safety and response procedures. Employees must have ready access to clean drinking water, sanitation, ventilation, light and temperature regulation and acceptable levels of noise and pollution if applicable.

Product Safety



Supplier must comply with acting product safety regulations according labeling and product-handling requirements. Supplier shall provide all applicable safety documentation containing all necessary information about the product. This includes product information, safety data sheets, and information about hazardous substances. Supplier is encouraged to pro-actively share safety information about their products.

Hazardous Substances



Supplier shall identify potential hazardous substances in their chemical products and ensure that the product is handled, stored and shipped accordingly. Supplier is required to share all knowledge about the hazardous substance for safety purpose.

Waste and Emissions



Supplier shall ensure the safe and compliant handling, storage, transportation, disposal, recycling, reuse and management of waste, air emissions and wastewater discharges. Supplier shall monitor, track and document its emissions and the release of hazardous substances must be minimized. Supplier shall mitigate accidental spills and fugitive emissions and document and report them accordingly.

Resource Efficiency



Supplier shall monitor, track and document its consumption of natural resources such as water, raw materials and energy consumption in order to identify aspects that Supplier can control and influence. Negative impacts on the environment caused by the supplier shall be minimized or eliminated at their source.

Ethics



Business Integrity

We require the Supplier to uphold the highest standard of integrity and always operate honestly and transparent throughout business operations. Supplier shall not practice or tolerate any form of corruption, bribery, extortion or embezzlement. Supplier shall conduct business in a manner that avoids situations where private, financial or other external interests conflict with the job responsibilities of the employee.



Fair Competition

Supplier shall conduct business with respect and comply with all applicable fair trade, competition and anti-trust laws and regulations. Supplier shall not have illegal price-fixing or customer allocation agreements or other restrictive activities.



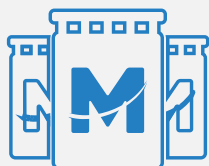
Conflict minerals

Supplier shall ensure that products supplied to us do not contain metals that are derived from conflict regions that directly or indirectly finance or benefit armed groups that are perpetrators to human rights violations.



Data Privacy and Intellectual Property

Confidential information or data shared between Supplier and us shall be appropriately handled and protected against unauthorized access, use, modification and destruction. All applicable data privacy laws as well as the contractual terms shall be observed. Supplier shall not use our name or mark without our prior written consent.



International Trade

Supplier must comply with export control regulations applicable to their business and provide accurate and truthful information about it to customs and other authorities when required.

Management systems & governance



Legal Compliance

Supplier is required to be acknowledgeable about and to comply with all applicable international, national and local laws and regulations as well as the contractual terms and conditions agreed upon. All legally required permits, approvals, licenses, registrations, inspections and reports shall be in place and kept up to date, as well as available for inspection upon request.



Commitment and Accountability

Supplier shall fulfill the principles set forth in this Supplier Code of Conduct by allocating appropriate resources and incorporating all applicable aspects into policies and procedures.



Risk Management

Supplier shall implement mechanisms to regularly identify, evaluate and manage risks in all areas addressed by this Supplier Code of Conduct and with respect to all applicable legal requirements. Therefore, it is advised to implement and uphold adequate management systems to oversee all elements of this Supplier Code of Conduct.



Monitoring

Supplier shall maintain documentation necessary to demonstrate conformance with the principles outlined in this Code of Conduct. Supplier shall provide us to such documentation and other information demonstrating adherence to this Code upon request. We encourage our Suppliers to communicate to us any actions taken or suggestions about how we can best contribute to the implementation of the principles set out in in this Supplier Code of Conduct.



Training and Competency

Supplier is advised to oversee adequate training measures for employees and their managers to gain appropriate level of understanding this Supplier Code of Conduct as well as applicable laws, regulations and generally recognized standards.



Continuous Improvement

We believe in continuous improvement and recognize that implementing of these standards into the Suppliers is a dynamic process. It is however important to us that our Suppliers show support and dedication towards embedding this Supplier Code of Conduct into their operations to seek continuous improvements over time.