



ZamPart

Supplier Code of Conduct

RZ ZamPart is committed to high standards of business ethics and sustainability. We have implemented a Code of Conduct within the company that all employees observe in the daily business. In this document we summarize the expectations we have of you as a supplier to RZ ZamPart.

This Supplier Code of Conduct is aligned not only with our own Code of Conduct but also with the high expectations from our customer chain. It is based on the UN Global Compact's ten principles and relevant conventions of the International Labour Organisation.

In this document we state a few important requirements for you as a supplier to RZ ZamPart to follow. We also wish you to aspire even higher and continuously improve your performance in these areas, we also need you to cascade the scope within your organization as well as to cascade this information further down in your supply chain.

We expect from you as a supplier to operate honestly and be transparent with facts and data in relation to our requirements. We also wish that you could inspire us with your progress in these areas and further improve our mutual performance.

Requirements

1. Compliance with laws and regulations

The supplier should operate in full compliance with all laws and regulations applicable to its business.

2. Labour and Human Rights

Child labour is not accepted. Minimum working age is never below 15 years, and young workers of age 15-18 shall be protected from conditions of work which are harmful for their health or development.

Everyone should be treated with respect and be given the same opportunities and conditions at work depending on their ability. Discrimination or harassments in any form should not be tolerated.

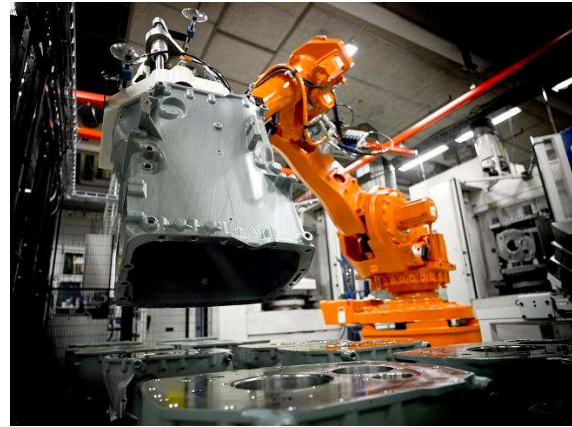
Suppliers shall ensure that they do not engage in any form of modern slavery or non-voluntary labour.

RZ ZamPart expects our suppliers to compensate employees fairly and (as a minimum) to comply with laws and collective bargaining agreements. These standards should also comply to working and resting hours. All employees shall have the right to join, or not join, unions and bargain collectively.

3. Health, Safety and Environment

Suppliers shall ensure a process to identify and (if possible) eliminate safety hazards. If hazards cannot be controlled employees shall be freely provided with appropriate protective equipment.

Preparedness for accidents, incidents and fire shall include procedures, functional equipment and training in order to provide a safe work place.



RZ ZamPart expects the suppliers to monitor and reduce their use of energy and raw materials. Any waste or emissions should be monitored and tracked. Waste should be sorted for re-use and recycled. Chemicals should be handled in a safe way, the supplier should have implemented procedures for all used chemicals. Our end customers have high standards in this area that we and you are expected to comply with. Use of conflict mineral or metals sourced from areas controlled by armed groups shall be avoided and any risk of use should be reported to RZ ZamPart.

4. Trade, Ethics and Information

The supplier must refrain from all forms of corruption, extortion and bribery. Suppliers shall respect and comply with all applicable fair trade, competition and anti-trust laws and regulations. All conflicts of interest or possible situation of this should be avoided and reported to RZ ZamPart.

Suppliers should have procedures in place for safe handling of personal data. Information from RZ ZamPart or our customers should be handled properly and only used for which it was provided.

We expect from our suppliers to have, or develop, a company statement such as a Code of Conduct and integrate it in its daily business. We also expect you to send these values further in our common supply chain to continuously improve the sustainability of our joint business.