

## Supplier Code of Conduct

### Introduction

Temet Group ("Temet") is to save and protect lives and valuable assets by providing protective solutions against the impact of crisis or industrial accidents. We aim to grow and conduct our business in a responsible manner. As a company we are committed to build up strong business culture and motivating working environment that relays on safety, trust, respect, integrity and courage to change.

Responsible sourcing plays a significant role in achieving in Temet mission. Our commitments to responsible and ethical business depends not only on us but also upon forming relationships with business partners who share our commitments.

This Supplier Code of Conduct ("Code") outlines requirements for Temet suppliers ("Supplier") to comply with in their business transactions and interactions with their own employees, suppliers and other stakeholders.

In this Code, "Supplier" means any individual or legal entity which provides Temet with products, components, materials or services. The definition of "Supplier" also includes Supplier's own first tier suppliers, contractors and other business partners participating in the delivery of products, components, materials or services to Temet.

The Supplier ensures that its own first tier suppliers comply with the minimum requirements set out in this Code, and that this Code is communicated by the Supplier to them.

Code can be amended from time to time. The most recent version of the Code is available on Temet's website.

### 1. Health and safety

The Supplier shall provide its employees with a healthy, safe and secure workplace in compliance with local laws and regulations applicable to its operations. At a minimum, the Supplier shall:

**1.1** comply with Temet's Safety Guides when working or visiting at Temet premises, available at Temet's website

**1.2** comply with health and safety requirements if, and to the extent, separately agreed with Temet.

**1.3** ensure that appropriate health and safety information and equipment are provided to its employees and contractors; and

**1.4** provide employees and contractors with drinking water, appropriate sanitation, adequate ventilation, emergency exits, proper housing and working environment and access to first aid supplies or other provision for emergency care.

## 2. Human and labor rights

Temet commits to respect human rights under the International Bill of Human Rights, UN Guiding Principles on Business and Human Rights and the OECD Guidelines for multinational Enterprises as well as International Labour Organization Declaration on fundamental Principles and Rights at work (ILO Core labour standards). The Suppliers are expected to respect the same rights and, at a minimum, the Supplier shall:

- 2.1** adhere to applicable laws regarding working hours, minimum wages, overtime, sufficient breaks and rest time, sick leave and annual holidays, as well as parental leave and mandatory benefits (e.g. social security), and have appropriate records of these in place;
- 2.2** not employ minors and any workers younger than 18 years of age in positions that requires hazardous work, and establish systems to ensure fulfilment of and follow-up on these requirements;
- 2.3** not use any compulsory or forced labor, and ensure that recruitment fees and associated costs are not borne by workers and not confiscate their personal identification documents;
- 2.4** not tolerate any type of harassment of its employees whether direct or indirect, physical or verbal;
- 2.5** provide equal opportunity and treatment in employment, without regard to race, colour, religion, gender, political opinion, national extraction, social origin or any other similar distinction which is not based on the inherent requirements of the work;
- 2.6** recognise and respect employees' right to organize freely and bargain collectively with their freely chosen representatives;
- 2.7** ensure that the employees understand their rights and what they are committing to in the employment relationship.

## 3. Integrity and anti-corruption

Temet has a zero tolerance towards bribery and corruption. The Suppliers are required to follow the same principle. The Supplier shall:

- 3.1** have zero tolerance towards bribery and corruption and have procedures in place to ensure that its directors, employees and third parties acting on its behalf do not offer, promise, give or accept any bribes, or make or accept improper payments to obtain new business, retain existing business, or secure any other improper advantages.
- 3.2** compete in a fair manner in compliance with all applicable antitrust laws and regulations and shall have procedures in place to ensure that its directors and employees do not engage in any anti-competitive practices.
- 3.3** avoid conflicts of interests and any situations where a conflict of interest between the Supplier and Temet exists including interactions with a Temet employee that could create a conflict of interest with Temet employee's duty to act in the best interest of Temet. The Supplier shall disclose to Temet any potential or existing conflict of interest situation in its relationship with Temet.

#### 4. Environment

The Supplier shall support a systematic approach to environmental challenges and undertake initiatives to promote greater environmental responsibility. The Supplier is encouraged to establish and implement procedures to minimize any adverse impact of its operations on the environment and to demonstrate continuous improvements therein. At a minimum, the Supplier shall, in its operation:

**4.1** fulfil applicable environmental requirements set forth in relevant laws, regulations and environmental permits in the jurisdiction where the Supplier operates;

**4.2** monitor, control and appropriately treat wastewater, air emissions and waste generated from its operations including, without limitation, the treatment of hazardous waste, in compliance with applicable legislation and process manufacturer's instructions;

**4.3** continually look for ways to minimise waste emissions and discharge of their operations, products and services; and

**4.4** consider the climate impact of its operations and take necessary actions to undertake greenhouse gas reduction measures where reasonable.

#### 5. Compliance in laws and regulations

The Supplier shall comply with all laws and regulations applicable to its operations. Should a requirement of this Code contradict national laws or regulations the Supplier shall comply with whichever is more stringent.

#### 6. Monitoring and reporting

**6.1** Temet has a right to audit The Supplier's relevant operations regarding the ongoing business matters to maintain of high standards of integrity and fair dealing.

**6.2** The Supplier shall report any non-compliance with this Code to Temet, Asentajankatu 3, 00880 Helsinki, Finland.

**6.3** Temet's business partners and other stakeholders may report suspected violations by sending an email to [sustainability@temet.com](mailto:sustainability@temet.com)