



Normet Supplier Code of Conduct

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UNDERGROUND

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NORMET SUPPLIER CODE OF CONDUCT

Normet is committed to doing responsible business by following healthy and ethical business practices and complying with applicable laws wherever we operate. Our success is built on long-standing relationships with our customers, suppliers, and other stakeholders. Normet Supplier Code of Conduct states Normet's minimum requirements to suppliers. These requirements are in line with Normet's own Code of Conduct and are the basis for continuous improvement in how to do responsible business.

Legal Compliance

Supplier must comply with applicable national and international laws, regulations, and generally accepted practices in its business and in its products and services sold to Normet.

Health and Safety

Supplier must be committed to providing a safe and healthy working environment for all employees and contractors working for it. Supplier shall ensure that relevant and functioning personal protective equipment is provided, free of charge, to all employees. Supplier must have an occupational health and safety management system in place, following the principles of ISO 45001 or a similar standard.

Labor and Human Rights

Supplier shall treat its employees, and where applicable also temporary labor and employees, with respect and dignity and in compliance with local labor law and recognized international labor standards, including the United Nations Universal Declaration of Human Rights and the Declaration on Fundamental Principles and Rights at Work by International Labour Organization. In particular, the Supplier shall not utilize child labor, forced labor or bonded labor, nor engage in or support any kind of discrimination or harassment.

Environment

Supplier shall implement appropriate measures to prevent environmental incidents and to proactively limit negative environmental impacts from its business operations. Supplier must have all needed environmental permits and have an environmental management system following the key principles of ISO 14001.

Anti-Corruption and Conflict of Interest

Supplier shall not tolerate or engage in any form of corruption or bribery, nor cause Normet to engage in any form of corrupt practices. Supplier must avoid all conflicts of interest while engaged with Normet, and immediately report any potential or apparent conflicts.

Supplier shall be aware that no Normet employee may offer or provide any undue advantage to the Supplier in exchange for personal gain of any kind. Supplier shall also be aware that Normet does not accept any benefit intended for a Normet employee to facilitate the Supplier's business with Normet. Normet employees may accept modest hospitality and gifts only if they are consistent with customary business practices, are not excessive or frequent, and cannot be construed as a bribe. Cash gifts are never accepted.

Confidentiality and Intellectual Property

Supplier shall protect and keep confidential any Normet's intellectual property and confidential information, which it has received while doing business with Normet. Supplier shall refrain from infringing Normet's or any other party's intellectual property rights, and always report any suspected infringements.

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Trade Compliance and Conflict Minerals

Supplier shall ensure that its own supply chain complies with sanctions laws and trade restrictions imposed by the United States, the United Nations, and the European Union.

Suppliers who manufacture products or parts based on their own design commit to informing Normet in case their products or parts are subject to trade restrictions.

Suppliers who manufacture products or parts containing so called conflict minerals (e.g. tin, tantalum, tungsten, gold) shall ensure that their supply does not contain minerals originating from conflict-affected and high-risk areas as specified in European Union directive 2017/821 and related directives or regulations or in the Section 1502 of the Dodd Frank Wall Street Reform and Consumer Protection Act of the United States of America.

Supply Chain

The supplier commits to work to meet the requirements of this Normet Supplier Code of Conduct in its own operations and supply chain.

Reporting

Suppliers should report any actual or suspected violations of this Code of Conduct to Normet. Normet will not take or tolerate any action or retaliation against any person reporting a suspicion of misconduct in good faith.

We agree to follow Normet Supplier Code of Conduct.

Place and date:

Name of the company:

Signature:

Name: _____

Title: _____