

Code of Conduct for Suppliers

Preamble

Since 1949 our company, Karl Mertl Handelsges.m.b.H., has shown to be a reliable partner for steel tubes. We maintain sustainable business relations with renowned suppliers. Throughout the company's history we have always put the focus on economic, social and ecological responsibility. We expect our suppliers to support us in this commitment and to contribute actively to this task.

This Code of Conduct for Suppliers represents a mandatory requirement for securing the values mentioned above within the supply chain.

It is based on the nationally applicable laws as well as the following internationally recognized guidelines and standards:

- UN Guiding Principles on Business and Human Rights
- UN Convention on the Rights of the Child
- ILO Declaration on Fundamental Principles and Rights at Work
- Ten Principles of the United Nations Global Compact (UNGC)
- EU Charter of Fundamental Rights

Fundamental Rights

We expect our suppliers

- not to tolerate child and forced labor,
- to treat their staff members with respect and not to permit any type of violence, neither psychological nor physical,
- not to allow any discrimination in their enterprises, be that for reasons of gender, sexual orientation, color, religion, nationality, political views, or other personal characteristics,
- not to tolerate any kind of sexual assaults in their organization.

Business Relations

Our suppliers

- maintain fair and transparent business relations with us. They adhere to all relevant national and international laws and regulations,
- comply with national and international rules against unfair competition and corruption and strictly observe anti-trust laws,
- do not offer any perks or gifts, nor do they accept them, in order to gain a competitive advantage unlawfully,
- ensure that their products comply with contractually agreed or statutory requirements concerning product safety,
- strictly abide by all regulations referring to conflict minerals as well as substance restrictions as REACH and RoHS, or similar rules,
- comply with all applicable export control and customs regulations,
- comply with national and international regulations on the prevention of money laundering and terrorist financing,
- observe all rules in connection with insider trading and securities laws.

Working Conditions

Our suppliers make sure that

- working conditions are fair and comply with statutory requirements,
- safety and health of their staff members at work are top priorities; accordingly, they maintain appropriate systems,
- their staff members receive fair and reasonable remuneration for their work in accordance with the legal requirements,
- they respect the right of their staff members to organize and engage in collective negotiations.

Environment

Our suppliers make sure that

- they comply with applicable national and international environmental laws,
- they use available resources with environmental awareness and efficiency and, if possible, recycle materials,
- when procuring primary and other materials they act in compliance with import and export restrictions, as well as ethical and legal standards,

- they maintain appropriate waste prevention and recycling systems as well as a hazardous substances management,
- they minimize their impact on the climate as part of their business processes,
- they use renewable energy sources wherever possible.

Data protection

Our suppliers

- comply with the applicable national regulations concerning data protection,
- respect the right of self-determination regarding personal data,
- protect data, information and intellectual property received in the course of the business relationship and treat them, unless already in the public domain, as confidential
- make sure that their activities do not violate third-party intellectual property rights.

Complaint System

Our suppliers

- establish a complaint system through which their employees can report violations of the principles of this Code of Conduct in a protected environment,
- inform their employees about this system.

Reasonable suspicions of violations of the principles of this Code may be reported to us via e-mail to **compliance@mertl.com**.

Implementation

Our suppliers undertake to comply with the present Code of Conduct for Suppliers in their organization and communicate its content both to staff members and sub-contractors, obliging them to comply with its principles.

We reserve the right to verify compliance with the principles of this Code of Conduct on site.

When becoming aware of any non-compliance with the present Code we expect our suppliers to take remedial action within reasonable time. In the case of human rights violations remedial action must be taken immediately. In the event that no appropriate measures are taken, or that violations are of a serious nature, we reserve the right to terminate agreements and to end business relationship.

By signing this Code of Conduct, the supplier undertakes to comply with the principles and requirements stated therein.

Place, date: _____

Company: _____

Address: _____

Name: _____

Position: _____

Signature: _____

Company stamp: