

THE CODE OF CONDUCT AND ITS SCOPE

This Code of Conduct defines the principles and expectations that we require every supplier to adhere to during their business relationship with the Stelpro Group.

The Supplier must implement all applicable measures and procedures to comply with the principles outlined in this code and must also adhere to the applicable laws in the jurisdictions of all the countries where it conducts business.

This code is in addition to the laws and regulations in force and any contracts, if applicable, concluded between Stelpro and its suppliers.

RULES OF CONDUCT

Legal and Regulatory Compliance

Stelpro Group complies with all applicable laws, regulations, and standards in the regions where its activities are conducted. We expect our suppliers to also comply with all applicable laws, regulations, and standards.

Business Ethics

Stelpro Group adopts a zero-tolerance policy towards corruption, bribery, and all other forms of unfair or anti-competitive behavior. We expect our suppliers to maintain the same high ethical standards in their business dealings.

Human Rights

Stelpro Group respects human rights as defined by the United Nations Universal Declaration of Human Rights. We expect our suppliers to also respect human rights and to tolerate no form of forced labor, child labor, or discrimination.

Health and Safety

Stelpro Group guarantees a safe and healthy work environment for all its employees. We expect our suppliers to provide safe and healthy working conditions, as well as fair and respectful treatment of all workers.

Environmental Responsibility

Stelpro Group is committed to reducing its environmental footprint and adopting sustainable business practices. We expect our suppliers to adopt similar practices in environmental management and to work towards environmentally friendly operations.

Subcontracting and Transparency

Stelpro Group requires its suppliers to disclose all relevant information regarding their subcontractors and supply chains. We expect our suppliers to ensure that their subcontractors also comply with this code of conduct.

Our suppliers must, as far as possible, ensure that the use of tin, tantalum, tungsten, and gold ("conflict minerals") in the products they manufacture, or purchase does not directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or an adjoining country.

Confidentiality

Suppliers commit to respecting the confidentiality of the information they have access to during their business relationship with Stelpro Group.

COMMITMENT

Suppliers agree to comply with the Supplier Code of Conduct when doing business with the Stelpro Group.

Suppliers must demonstrate their compliance with this Supplier Code of Conduct upon request by Stelpro Group.

Stelpro Group reserves the right to impose appropriate sanctions for any misconduct based on its assessment of the severity of the supplier's breach.

Stelpro Group requires that any concerns or potential or actual violations of this Code be reported to us.