

Supplier Code of Conduct

At Ni-Met , we take pride in setting an example for responsible recycling and sustainable operations. We strive to engage with suppliers who reflect our ethical values and environmental responsibilities. This Supplier Code of Conduct outlines the standards of behavior and operational practices that we expect all our suppliers, subcontractors, and partners to follow.

Compliance with this Code is a condition of doing business with Ni-Met . Violations may lead to business relationship reviews or termination. Suppliers must formally confirm their adherence to these standards.

Requirements and Responsibilities

- **Child Labour:** Ni-Met strictly prohibits child labour in its supply chain. Suppliers must ensure all employees are above the minimum legal age, verified through reliable documentation. Employing individuals below the age set by ILO or local law is unacceptable.
- **Forced Labour:** Suppliers must ensure all employment is voluntary. Workers should not be coerced or controlled through threats, debt, or retention of identity documents. Freedom to leave employment must be upheld.
- **Harassment and Abuse:** A workplace must be respectful and free of harassment. Any form of physical punishment, coercion, or abusive language is strictly forbidden.
- **Discrimination:** Employment practices must be fair and unbiased. Discrimination on any basis, including race, gender, disability, or religion, is prohibited in hiring, promotion, and remuneration.
- **Wages and Benefits:** Wages must meet legal or industry minimums. Benefits such as insurance, leave, and severance must be provided in line with laws.
- **Working Hours:** Regular and overtime hours must comply with legal limits. Employees should not work more than 60 hours a week and must have at least one rest day per week.
- **Health and Safety:** A safe working environment includes protective equipment, clean facilities, and training. Hazards must be minimized through regular safety assessments.

- **Ethical Conduct:** Suppliers must operate with integrity. Fraud, bribery, and dishonest business practices are grounds for disqualification.
- **Confidentiality and Data Privacy:** Supplier access to confidential information must be handled with strict confidentiality and used only for agreed purposes.

Environmental, Sustainability, and Safety Requirements

- **Environmental Commitment:** Suppliers are expected to reduce their ecological impact by managing emissions, conserving water, and reducing energy usage.
- **Sustainable Operations:** Operations must incorporate renewable energy, sustainable materials, and process efficiencies that lower environmental harm.
- **Recycling and Waste Management:** Suppliers should prioritize reducing, reusing, and recycling materials. Proper handling and disposal of hazardous waste is critical.
- **Health and Safety in Operations:** Facilities must meet or exceed local and international health and safety standards to protect workers and the community.

Sustainable Products and Services

- **Eco-Friendly Products:** Products provided should be recyclable, made of environmentally friendly materials, and manufactured using clean technologies.
- **Transparency in Sustainability:** Suppliers must be transparent about their environmental efforts and be able to produce certifications or data supporting their claims.

Working Methods

- **Legal Compliance:** Suppliers must comply with all laws and regulations of the regions they operate in. Ignorance of the law is not accepted as a defense.
- **Subcontracting:** Suppliers may not subcontract without prior approval from Ni Met Recycling. All subcontractors must comply fully with this Code.
- **Anti-Corruption:** Any form of bribery, extortion, or unethical inducement is strictly prohibited. Suppliers must implement anti-corruption policies and training.

Reporting Channels

Suppliers are encouraged to report any concerns or violations of this Code. Ni-Met provides confidential reporting channels to protect whistleblowers.

Email: info@ni-met.com

Phone: +1 289-291-1111

Reports will be reviewed promptly and investigated thoroughly. Retaliation against individuals reporting in good faith is not tolerated.

Commitment to Improvement

Suppliers are expected to continuously improve their practices in all areas of this Code. Ni-Met may conduct periodic audits, assessments, or reviews to ensure compliance. Suppliers are encouraged to adopt the industry’s best practices and seek certification where applicable.

Acknowledgement

By conducting business with Ni-Met , suppliers affirm their understanding and commitment to this Supplier Code of Conduct. The principles outlined herein must be reflected in all business operations.

Supplier Company Name: _____

Authorized Representative (Name & Title): _____

Date: _____

Signature & Company Stamp: _____