

## LSEZ SIA RT metāls Supplier Code of Conduct

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### Supplier Code of Conduct

**LSEZ SIA RT metāls** expects its suppliers, subcontractors, and service providers to conduct their business in an ethical, responsible, and sustainable manner. Suppliers shall comply with all applicable laws, regulations, and industry standards relevant to their operations.

Suppliers are expected to:

#### Business Ethics

- Conduct business with integrity, transparency, and professionalism.
- Maintain accurate and complete records, reports, and invoices.
- Prohibit all forms of bribery, corruption, fraud, and improper business practices.
- Avoid conflicts of interest that could influence business decisions.
- Respect fair competition and comply with applicable antitrust legislation.
- Protect confidential information and personal data in accordance with legal requirements.

#### Human Rights and Working Conditions

- Respect internationally recognized human rights.
- Provide equal opportunities and prevent discrimination based on gender, age, ethnicity, religion, disability, sexual orientation, or any other protected characteristic.
- Maintain a workplace free from harassment, violence, intimidation, and bullying.
- Prohibit forced, compulsory, or involuntary labor.
- Prohibit child labor and comply with minimum employment age requirements.
- Respect employees' rights to freedom of association and collective bargaining.
- Ensure fair working hours, wages, and employment conditions in accordance with applicable laws and regulations.

#### Occupational Health and Safety

- Maintain safe and healthy working conditions for all employees.
- Identify, assess, and manage occupational health and safety risks.
- Comply with applicable health and safety legislation and recognized industry standards.
- Provide employees with appropriate health and safety training.
- Ensure the proper use of personal protective equipment and safety measures.

#### Environmental Responsibility

- Promote efficient use of energy, materials, and natural resources.
- Minimize waste generation and environmental impact.
- Reduce emissions and the use of hazardous substances where reasonably practicable.
- Continuously improve environmental performance and sustainability practices.
- Support environmentally responsible products, services, and innovations.

#### Compliance

- Cooperate with reasonable assessments or audits related to compliance with this Supplier Code of Conduct.
- Promptly address identified non-conformities and implement corrective actions where necessary.
- Inform the company of circumstances that could create legal, ethical, or compliance risks affecting the business relationship.

Failure to comply with this Supplier Code of Conduct may result in corrective actions, suspension, or termination of the business relationship.