

SUPPLIER Code of conduct

Metalball attaches great importance to its partners sharing a common set of rules, practices and principles in terms of ethics, social responsibility and environmental protection.

This is why Metalball establishes and promotes exemplary relationships – responsible, fair and honest – with all of its partners (suppliers, distributors, subcontractors, etc.).

Also, Metalball asks its suppliers to comply with the ethical principles set out in this Supplier Code of Conduct and to ensure compliance with these principles by their own suppliers and subcontractors.

Metalball is committed, in the conduct of its activities, to compliance with the laws, regulations, national and international conventions in force, as well as best practices, in particular in terms of ethics, social responsibility and environmental protection. .

Metalball expects from its suppliers the same respect for the legislation in force and ethical principles in the management of their own business. Metalball requires strict compliance with these standards by all of its suppliers, their workers, their production sites, their subcontractors and their own suppliers.

Where national laws or other applicable regulations and this Supplier Code of Conduct cover the same subject, the higher standards or more restrictive provisions apply. When this Supplier Code of Conduct conflicts with the legislation in force, it is the current legislation that must be applied.

Metalball works with suppliers who agree to comply with the requirements of this Supplier Code of Conduct and the principles stipulated in the Conventions of the International Labor Organization, the Universal Declaration of Human Rights, the United Nations Global Compact, the OECD Guidelines for Multinational Enterprises and the United Nations Women's Empowerment Principles.

Our suppliers are responsible for Metalball for the work carried out by their subcontractors and suppliers, and guarantee compliance by their subcontractors and suppliers with this Supplier Code of Conduct and the relevant obligations.

In the event of a violation of this Supplier Code of Conduct by one of its suppliers or by a supplier or subcontractor thereof, Metalball reserves the right to review and, possibly, terminate the commercial relationship, in the conditions provided for by applicable law, even in the absence of a written contract formalizing this relationship, without prejudice to Metalball's other rights, or remedies that it may exercise.

1. LABOR STANDARDS AND SOCIAL RESPONSIBILITIES

Metalball requires its suppliers to demonstrate exemplary behavior in terms of social responsibility.

- **Prohibition of child labor:** the work of children under 16 is strictly prohibited. In countries where local legislation provides for a higher working age, or extends compulsory education

beyond 16, the higher age applies. Any type of work that is likely to compromise the health, safety or morals of children should not be performed by anyone under the age of 18.

- **Prohibition of forced labor:** the use of forced labor, slavery, servitude or human trafficking by our suppliers, as well as the retention of identity papers or work permits, the requirement of any deposit on the part of the workers, or the use of any other coercion, is strictly prohibited. Every worker has the right to accept or leave employment freely. Suppliers cannot compel workers to work to repay a debt owed to them or to a third party.

- **Prohibition of illegal, clandestine and undeclared work:** our suppliers must comply with all applicable regulations to prevent illegal, clandestine and undeclared work.

- **Prohibition of Harassment and Abuse:** We expect our suppliers to treat their workers with respect and dignity. Our suppliers do not condone or practice any form of corporal punishment, physical, sexual, verbal or psychological harassment, or any other form of abuse.

- **Prohibition of discrimination:** we expect our suppliers to treat all workers equally and fairly. Our suppliers may not practice any form of discrimination – in particular with regard to salary, recruitment, access to training, promotion, maternity protection and dismissal – based on criteria of sex, race or ethnic origin, religion, age, disability, sexual orientation, political affiliation, trade union membership, nationality, gender identity or social origin.

- **Salaries and benefits:** our suppliers must pay at least a regular and at least monthly salary, pay overtime at the legal rate, and comply with all legal requirements relating to social benefits. In the event that there is no legal minimum wage or overtime pay rate in the country concerned, the supplier must ensure that wages are at least equal to the average minimum in the industrial sector, relevant, and that the overtime pay is at least equal to the usual hourly pay. No deductions from wages shall be made for disciplinary reasons. We expect our suppliers to guarantee all workers the benefit of the benefits provided for in any collective bargaining agreement, company agreement and any other applicable individual or collective agreement.

- **Working hours:** in terms of working hours, our suppliers must comply with applicable local laws and regulations, which may in no case exceed the maximums set by internationally recognized standards such as those of the International Labor Organization. Our suppliers cannot impose excessive overtime. The total number of hours worked per week, including overtime, cannot exceed the legal limits. Workers are entitled to the minimum number of days of leave established by the applicable legislation, and they must have at least one day of rest per seven-day period.

- **Freedom of association:** our suppliers recognize and respect the right of workers to bargain collectively and to create or join trade unions of their choice without any sanction, discrimination or harassment.

- **Ensuring health and safety:** our suppliers are expected to provide their workers with a safe and healthy working environment in order to avoid accidents or bodily injury which may be caused by, associated with, or result from their work, including when handling equipment or during business trips. Suppliers must establish procedures and training to detect, avoid and mitigate, as far as possible, any hazard that could pose a risk to the health, hygiene and safety of personnel. They must comply with all applicable local and international regulations and laws in this regard. The same principles apply to housing provided by providers.

2. ENVIRONMENTAL REGULATIONS AND PROTECTION

Metalball takes concrete action to protect the environment through a dedicated program that includes cooperation with its suppliers to ensure best practices are applied throughout the supply chain.

Metalball expects its suppliers to share this commitment. It encourages the initiatives of its suppliers to reduce the environmental impact of their activities, in particular through the use of green technologies.

Metalball requires its suppliers to comply with local and international environmental regulations and standards, to obtain the required environmental permits and to be able to prove the effective implementation of the following requirements:

- implementation of an environmental management system;
- improvement of the environmental performance of their sites and production tools, in particular through the appropriate treatment of waste, the elimination of air, water and soil pollution, the reduction of greenhouse gas emissions greenhouse, by promoting the use of renewable energies, the reduction of their water and energy consumption and the appropriate management of dangerous chemical products;
- implementation of measures to preserve biodiversity and guarantee the traceability and regulatory compliance of raw materials and substances used;
- implementation of best practices throughout their supply chain in favor of respect for animal welfare;
- contribution to the continuous improvement of the environmental performance of Metalball products during their life cycle; ensure that personnel whose activities have a direct impact on the environment are trained, competent and have the means necessary for the effective performance of their duties.

3. PROFESSIONAL INTEGRITY REQUIREMENTS

Metalball requires its suppliers to demonstrate exemplary behavior in terms of integrity in the conduct of their activities.

- Legal requirements: we expect our suppliers to act in full compliance with applicable local, national and international legislation in the conduct of their business.

- Prohibition of all forms of corruption: Metalball applies a "zero tolerance" policy with regard to corruption and influence peddling. We expect our suppliers to comply with all applicable laws on corruption and to take appropriate measures to prevent, detect and sanction any act relating, directly or indirectly, to corruption or influence peddling in the field of their activities.

- Prevention of conflicts of interest: we require our suppliers to comply with all applicable legislation regarding conflicts of interest, and to endeavor to prevent the occurrence of situations creating a conflict interests in the context of their collaboration with Metalball.

- **Prohibition of money laundering:** Money laundering can occur when action is taken to conceal the true origin of money or assets related to criminal activities. We expect our suppliers to commit to taking all appropriate measures to prevent their operations from being used as a vehicle for money laundering.
- **Respect for competition:** our suppliers undertake to respect the competition law applicable in the countries in which they operate. This covers the prohibition of abuse of a dominant position, concerted practices or unlawful agreements between competitors.
- **Confidentiality:** our suppliers must undertake to take all necessary measures to guarantee the confidentiality of professional secrets and other non-public information communicated in the context of their business relationship with Metalball.
- **Prevention of insider trading:** our suppliers must comply with current legislation on insider trading.
- **Protection of personal data:** we require our suppliers to comply with applicable laws and regulations regarding the protection of personal data.
- **Customs authorities and security:** we require our suppliers to comply with applicable customs legislation, including on imports and the prohibition of transshipment of goods in the country of import.
- **Trade restrictions and international sanctions:** we require our suppliers to comply with trade restrictions and international sanctions, taking into account their evolution, as well as export control laws and regulations.
- **Gifts and hospitality:** gifts and hospitality may be acceptable courtesies in established business relationships if their scope and value are limited, if they are offered openly and transparently, if local law or the custom of the country authorizes this practice, if they are intended to reflect consideration and recognition and if they are not offered with the expectation of consideration. In some cases, such practices are likely to fall under provisions specific to the fight against corruption or other legal rules that should therefore be known and respected.
- **Public positions:** we expect our suppliers to exercise the utmost vigilance with regard to their public positions, in particular on the Internet and social networks. They ensure that their interventions are not attributed to Metalball and comply with the supplier's commitment to confidentiality and respect for professional secrecy.
- **Transparency of information:** our suppliers must provide clear and precise information as to the methods and resources used, production sites and characteristics of the products or services provided, and must refrain from any misleading claims.

CONTROL AND AUDIT

- **Control:** we reserve the right to control compliance with these principles and to conduct compliance audits at our suppliers and their own suppliers and subcontractors. Our suppliers must provide all necessary information and facilitate access for Metalball representatives seeking to verify compliance with the requirements of this Code. Suppliers must commit to improving or correcting any deficiencies detected. Metalball can also support its suppliers in the implementation and application of best practices in order to resolve minor cases of non-compliance.

- **Accuracy of records and access to information:** our suppliers must maintain sufficient records to demonstrate compliance with this Supplier Code of Conduct. They must provide our representatives with complete, authentic and accurate records.