



Suppliers' Code of Conduct

Introduction

CIREX is one of the largest 'lost wax model' foundries in the world, producing high-grade steel and aluminium components with headquarters in the Netherlands and production locations in Germany, the Czech Republic and Slovakia. We give great importance to quality, health and safety, innovation, environmental awareness, sustainability and social responsibility. As a company we continuously strive for optimisation of all processes and awareness of all those involved. To continue to improve our performance in this rapidly changing world, it is very important that we remain true to our core values.

For us, corporate social responsibility means that we actively consider the influence that we have on society and all stakeholders in our business practices. Good relations with our partners, customers, governmental bodies and other stakeholders form one of the keys for our success. We consider our suppliers to be an extension of our company. Our suppliers are of vital importance to the quality of our products. Besides qualitatively good suppliers, we seek suppliers that act in accordance with the ethical principles as described in this Suppliers' Code of Conduct.



Besides complying with statutory requirements, CIREX also officially complies with the *Ten Principles of the UN Global Compact*. These *Ten Principles* focus on human rights, working conditions, the environment and anti-corruption in the broadest sense of the word. We expect our suppliers to comply with the relevant legislation, to bear responsibility for the above mentioned *Ten Principles* and to carry out their activities with respect for international human rights.

In the context of this Suppliers' Code of Conduct, "supplier" means suppliers in the supply chain of raw and auxiliary materials, assembly parts and outsourced production processes.

We also expect any sub-suppliers to share responsibility for the aforementioned *Ten Principles* and to conduct their activities with respect for international human rights. We expect our suppliers to communicate the principles of this Code with their suppliers and contractors.

In situations where this Code of Conduct goes further than applicable laws and regulations, this Code of Conduct applies only to the extent permissible under applicable mandatory laws and regulations.

By signing this document the supplier commits itself to the ethical aspects described in this Suppliers' Code of Conduct.

J. J. G. Spoelder
Managing Director

24-03-2023

Human Rights

The UN Global Compact's Ten Principles are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

CIREX requires its suppliers to respect and uphold International Human Rights. They ensure that these human rights are not violated within their business operations and supply chain.

Our suppliers should respect the rights of local communities and vulnerable groups to decent living conditions; education, employment, social activities; and the right of consent for developments that affect them and the land on which they live.

Our suppliers should avoid forced eviction and deprivation, during the acquisition, the development and the use, of land, forests and waters.

Our suppliers should not use or commission private or public security forces to protect the business project if, the deployment of these security forces may lead to infringement of human rights, due to a lack of training or control of these security forces.

Human Rights

Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2. Make sure that they are not complicit in human right abuses.

Labour

CIREX's suppliers shall at a minimum satisfy the legislation with respect to minimum wages and correct payment of the wages, maximum number of working hours, rest hours and working conditions.

Child labour, forced labour and human trafficking

We use the definition of child labour compiled by the International Labour Organization:

"The term "child labour" is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development."

We strongly reject child labour, forced labour, all forms of modern slavery and human trafficking within our company and in our business relations. Our suppliers are committed to uphold those internationally accepted human rights, not only within their business operations but also their supply chain.

Our suppliers ensure the rights of young workers under the age of 18 with regard to working hours, hazardous working conditions and circumstances that hinder their personal development.

Freedom of association

Employees have the right to freedom of association and collective bargaining.

Labour

Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4. The elimination of all forms of forced and compulsory labour;

Principle 5. The effective abolition of child labour; and

Principle 6. The elimination of discrimination in respect of employment and occupation.

Discrimination, aggression and harassment

CIREX encourages diversity, equity and inclusion. We expect our suppliers to promote these aspects and to give employees, temporary workers, and job applicants equal opportunities within the company. They should treat everyone fairly, respectfully and in a dignified manner. All forms of discrimination (such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status), or any form of aggression and harassment (physical, verbal and mental) is strongly disapproved and our suppliers should protect all stakeholders from this.

Women's Rights

Suppliers should provide equal opportunities in employment and career development and commit to equal pay for equal work.

Health and Safety

CIREX gives high priority to the health and safety of its employees.

We expect that our suppliers also give a high priority to themes such as, but not limited to, fire safety, machine safety, physical strain, ergonomics, and the safe handling of hazardous substances and actively safeguard the health and safety of their employees through, but not limited to, creating a safe work environment, by providing training, through the provision of personal protective equipment, by having an emergency preparedness and response plan in place and by following up incidents and accidents with the focus on prevention.

Environment

CIREX keeps a careful eye on how its activities influence the environment and we try to minimise this impact at all times. We are certified according the ISO 14001 standard – environmental management system. We also expect our suppliers to take care of the environment and to minimise the impact of their activities on the environment. We expect our suppliers to use environmentally friendly technologies as much as possible and to strive for continuously improvement with regard to, but not limited to:

- reducing emissions of greenhouse gasses and other emissions;
- reducing water consumption and protecting the water quality;
- the protection of the soil;
- reduction of industrial noise;
- the protection of the biodiversity;
- the reduction of energy consumption;
- the efficient use of energy, the use of renewable energy and to drive forward the decarbonisation of the entire value chain;
- the sustainable procurement of raw materials, auxiliary goods and services;
- reducing waste, reuse and recycling of natural resources;
- responsible handling of chemicals and reducing the application of hazardous substances.

Environment

Principle 7. Businesses should support a precautionary approach to environmental challenges;
Principle 8. Undertake initiatives to promote greater environmental responsibility; and
Principle 9. Encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

CIREX does not tolerate any form of corruption. We require our suppliers to act in accordance with relevant laws and regulations regarding corruption.

Bribery and other irresponsible and ethically incorrect acts are not tolerated, such as taking or making an illegal payment, receiving and accepting unauthorised gifts, hospitality and / or invitations, money laundering, tax evasion, extortion, falsification of documents, distorting the true origin of a transaction and using inside information or anti-competitive conduct in the broadest sense of the word.

We require our suppliers furthermore to:

- be compliant with relevant laws regarding conflict minerals;
- respect the personal interests and private lives of employees. It is important to avoid conflicts between private and business interests, or even the appearance thereof. All decisions shall be made solely on the basis of objective criteria and shall not be guided by personal interests or relationships;
- offer a fair price and they will compete in an honest and legally permitted manner. We require our suppliers not to take any dishonest or misleading actions with respect to clients and competitors;
- keep accurate and transparent accounting records for all financial transactions;
- ensure no financial contributions are made to officials and holders of political office to accelerate decision making or administrative procedures.

Anti-corruption

Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.

Governance and additional aspects

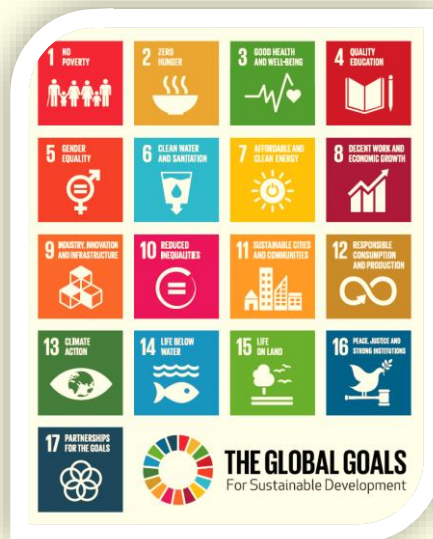
We require our suppliers furthermore :

- to handle all confidential company, customer and personal data or that may be expected to be confidential, with care, and protect it adequately against loss, damage, theft, misuse, unauthorised access or other forms of unwanted, unforeseen or illegal dissemination either verbally, in writing or digitally, both inside and outside the organisation. Above mentioned aspects also apply to all forms of social media;
- to respect the intellectual property of data, such as specifications, drawings and know-how;
- to comply with relevant laws regarding the protection of personal data and to respect privacy rights;
- to comply with relevant whistleblowing laws and protect whistle-blowers and other stakeholders from undue disadvantage or intimidation in all of its forms;
- the products, services and information they provide also comply with the relevant laws, regulations and standards in relation to quality, product safety and counterfeit products;
- to comply with obligations related to tax and customs regulations. This includes all applicable import and export restrictions and economic sanctions for products, services, information and persons which have to be observed.

We encourage our suppliers to obtain:

- Certification according ISO 14001 – Environmental Management System
- Certification according ISO 9001 – Quality Management System
- Certification according IATF 16949 – Quality Management System for suppliers to the automotive industry.

We also want to encourage our suppliers to join the UN Global Compact and to support the 17 SDGs (Sustainable Development Goals) as well.



On 1 January 2016, the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development — adopted by world leaders in September 2015 at an historic UN Summit — officially came into force. Over the next fifteen years, with these new goals that universally apply to all, countries will mobilize efforts to end all forms of poverty, fight inequalities and tackle climate change, while ensuring that no one is left behind. For more information see <https://www.unglobalcompact.org/sdgs>

Suppliers' declaration



We hereby declare that:

- We have received the Suppliers' Code of Conduct and have read and taken notice of the content;
- We satisfy the requirements as stated in the CIREX Suppliers' Code of Conduct;
- We will inform our employees about the content of the CIREX Suppliers' Code of Conduct and guarantee that they will satisfy the requirements as stated;
- We will report any violations of the Suppliers' Code of Conduct to CIREX.

Company name _____

Date _____

Place _____

Name and title _____

Signature _____

Company stamp _____

This document must be signed by an authorised representative of the supplier.