

Code of Conduct for Suppliers

Grillo-Werke AG together with its affiliated companies¹ considers sustainability to be a key part of its business strategy and has made a commitment to behave in an ethical and sustainable manner in all of its business activities.

Grillo-Werke AG supports the principles of the United Nations Global Compact, the conventions of the International Labour Organization ILO, the global Responsible Care Programme for the chemical industry and the guidelines of the International Zinc Association IZA concerning the responsibility we all share for man and the environment. We expect that our staff, partners, suppliers, dealers, advisors, consultants, contractors, agents and other intermediaries who represent us share these commitments.

All suppliers are required to cooperate so that we can jointly develop and optimise innovative solutions for a sustainable future. We also expect from our suppliers that they continually increase their sustainability efforts.

We set the highest standards for health and safety at work and therefore pursue the Group-wide goal of “zero accidents” vigorously. We encourage our suppliers to adopt the “zero accidents” initiative in their corporate goals.

As a requirement for every business relationship, the supplier will ensure that the following conditions of this Code of Conduct for Suppliers are complied with by both itself and its sub-suppliers:

Grillo-Werke AG expects from its suppliers that they:

- comply with all applicable environmental, health, safety at work and security regulations. All regulations concerning the protection of soil, water, air, biological diversity and cultural assets will be strictly complied with.
- set up and employ an appropriate environmental management system.
- set up and employ an appropriate safety at work management system.

¹ RHEINZINK GmbH & Co. KG, Grillo Zinkoxid GmbH, Zinkweiss-Forschungsges. mbH, Zinacor S. A., Metra Non-Ferrous Metals Ltd., ASB Informationstechnik GmbH, Grillo Immobilienverwaltung GmbH & Co. KG, Hamborner Dach- und Fassadentechnik GmbH & Co. KG, Chemad GmbH

- comply with all applicable laws and regulations concerning the prohibition or restriction of specific substances. This includes labelling requirements for recycling and disposal.
- use natural resources responsibly in accordance with the principles of the Rio Declaration.
- comply with all rules and regulations of antitrust and competition law. Any form of corruption, blackmail or misappropriation is strictly prohibited. Bribes or any other means to obtain an illegal or improper advantage are not to be offered or accepted by the suppliers.
- treat all staff in a non-discriminatory manner. No one may be disadvantaged due to their ethnic origin, nationality, gender, religion or ideology, age or physical constitution.
- grant the right to freedom of association in accordance with the applicable laws.
- comply with the applicable national pay regulations.
- comply with all labour standards concerning the maximum permissible working hours.
- comply with all applicable regulations concerning the protection of young people at work.
- promise to respect internationally recognised human rights and ensure that they are complied with.
- strictly reject any kind of child labour and enforced labour in accordance with the ILO conventions.
- respect all intellectual property rights. Technology and know-how are to be transferred in such a way that intellectual property rights are protected.

Grillo-Werke AG can audit its suppliers in order to verify compliance with the Code of Conduct. The supplier shall inform Grillo-Werke AG forthwith of any breaches on the part of its own suppliers of the rules set out in this Code of Conduct. Any breach of this Code of Conduct, or any refusal to accept the audits, can result in immediate cessation of the business relationship.

Duisburg, September 2015