



Supplier Code of Conduct

M-PP002/REV. 1/ 24.9.2024

Metso



Metso is committed to operating in a manner consistent with environmental and social best practices and in line with internationally proclaimed human rights principles, including the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact, and the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

This includes the way we work with our suppliers. Metso respects and supports human and labor rights across its value chain, including in our own operations, suppliers, agents, distributors, and other business partners. Metso expects its suppliers to have a positive impact on the societies they operate in.

Metso’s operations are guided by the Metso Code of Conduct. This Supplier Code of Conduct sets out the details of Metso’s expectations from its suppliers.

To support this work, Metso screens and monitors relevant suppliers using international media, sanctions lists, watch lists as well as regular audits. Adverse findings are flagged to the relevant Metso business owner for appropriate action.

Wages and working hours

The Supplier shall adhere to all applicable laws, the relevant ILO conventions and industry standards concerning working hours, wages, benefits, and overtime. This includes maintaining accurate records of hours worked.

The Supplier shall pay wages and benefits that meet or exceed applicable wage and compensation laws and ensure that mandatory benefits are paid to its employees, including paid leave. In the event of cross-border personnel deployment, the Supplier shall adhere to all applicable legal requirements, especially concerning minimum wages.

Non-discrimination

The Supplier shall treat its employees with dignity, fairness and respect. The Supplier shall not discriminate against its employees based on their gender, age, religion, marital status, sexual orientation, political opinion, national or ethnic origin, social background, disabilities, or similar characteristics. The Supplier shall not tolerate any form of physical, sexual, or verbal harassment, actual or threatened violence, bullying, discrimination, humiliation, or intimidation.

Child and forced labor

The Supplier shall not use, or support any use of, child or forced labor, slavery or human trafficking; unlawful employment terms; nor allow unlawful working conditions in its operations.

All Supplier employees must be free to leave their employment after a reasonable notice period, as required by local legislation or contract.

The Supplier shall not require employees to deposit money or identity papers with their employer.

Governance

Responsible business practices

The Supplier must be committed to internationally recognized good governance, the highest level of integrity and ethical business conduct, and internationally proclaimed human rights principles including the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, wherever it operates.

The Supplier shall not directly or indirectly facilitate money laundering or the financing of terrorism.

Compliance with laws and regulations

The Supplier shall be aware of and comply with all applicable laws and regulations in the countries they operate. This includes adhering to regulatory best practices.

Fair competition

The Supplier shall compete fairly and comply with the applicable competition laws and regulations in the countries where they operate. For example, the Supplier shall not enter into any agreement with its competitors to fix prices or limit the availability of products or participate in market or customer allocation, market sharing or bid rigging with competitors.

Trade sanctions and export control

The Supplier shall comply with all applicable export control and customs regulations and not purchase materials, components, products, or services from suppliers that are subject to trade or economic sanctions imposed by the European Union, United Kingdom, the United States, or by any local authorities. The Supplier shall ensure that materials, components, products, and services sold to Metso do not require a license to be exported by Metso, or immediately advise Metso in advance in the event that an export license is needed.

Company assets and data privacy

The Supplier shall respect the intellectual property rights of others and safeguard Metso’s intellectual property and data, including personal data, in accordance with all applicable laws and the terms of any contract with Metso, and shall ensure that the level of its information security is adequate to keep all such information confidential and secure.

The Supplier must not manufacture or sell to Metso any goods or perform any services to Metso using any intellectual property which the Supplier does not own, for which it has not obtained the necessary rights, or which otherwise violate the intellectual property rights of a third party.

The Supplier shall implement sufficient technical, operational and organizational cybersecurity risk management measures that take into account the nature, scope and context of its services to Metso, and the Supplier shall inform Metso immediately in case of any cybersecurity attacks or incidents that may have an impact on such services. Metso may further require the Supplier to comply with and report to Metso regarding certain cybersecurity requirements, including based on applicable law, even if such law would not otherwise apply to the Supplier. Such requirements may relate in particular to cybersecurity risk management measures and timely incident reporting obligations.

The Supplier shall process personal data confidentially and responsibly, respect everyone’s privacy and ensure that personal data is protected effectively and used only for legitimate purposes.

Sourcing conflict minerals

The Supplier must be committed to sourcing conflict minerals (tin, tantalum, tungsten and gold) supplied to Metso with due respect for human rights, the need to avoid contributing to conflict, and the desire to support development through their supply chain practices. Such minerals originating from conflict-affected and high-risk areas may be sourced only in accordance with existing international standards and applicable laws and regulations, and the Supplier must not contribute to human rights abuses, corruption, the financing of armed groups, or similar negative actions.

Supplier's approval

Acknowledged and approved

- Place:
- Date:
- Supplier name:
- Signature:
- Name of the signatory:
- Supplier registration number:

Metso is a frontrunner in sustainable technologies, end-to-end solutions and services for the aggregates, minerals processing and metals refining industries globally. We improve our customers' energy and water efficiency, increase their productivity, and reduce environmental risks with our product and service expertise. **We are the partner for positive change.**

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