APPENDEX 6

Summary of Metz A/S Code of Conduct for Suppliers

COC INTRODUCTION

Metz A/S expects all suppliers and their subcontractors to act responsibly and comply with applicable laws and internationally recognized standards, including the UN Global Compact, the UN Declaration of Human Rights, and ILO conventions. Suppliers are required to implement internal procedures, ensure that subcontractors adhere to the same standards, and promptly report any violations.
Metz A/S reserves the right to terminate agreements in the event of a material breach of the Code.

HUMAN AND LABOR RIGHTS

Child Labour: Minimum age of 15 (or 14 in certain regions); no hazardous work under 18.

Non-Discrimination: Fair treatment regardless of gender, race, religion, age, etc. Equal pay and opportunity.

Wages: Must meet legal or industry standards and support a basic standard of living.

Working Hours: Max 48 hours/week regular + 12 hours overtime; at least 1 day off per 7 days.

Freedom of Association: Right to unionize and collective bargaining must be respected.

Forced Labour: No coercion, bonded labor, or withheld documents. No recruitment fees.

Health & Safety: Safe working conditions, proper PPE, training, and no abuse or harassment.

ENVIRONMENTAL RESPONSIBILITY

Legal Compliance: Suppliers must follow all relevant environmental laws and regulations.

Risk Management: Identify and minimize impacts related to emissions, chemicals, and energy.

Resource Efficiency: Reduce waste, reuse materials, and conserve water and energy.

Chemical & Waste: Minimize hazardous substances; proper waste and wastewater handling.

Biodiversity: Prevent deforestation and habitat destruction; ensure sustainable sourcing.

CO_2 Data: Suppliers must assist Metz A/S in gathering data required for calculating CO_2 emissions from purchased products.

Suppliers must ensure their use of natural resources does not negatively impact local or marginalized communities, including fair access to land and water.

ETHICAL BUSINESS CONDUCT

Anti-Corruption: No bribery, kickbacks, or undue influence in any form.

Integrity: No solicitation or acceptance of improper benefits; maintain loyalty and transparency.

Inspections: Metz A/S reserves the right to audit supplier operations if needed.

DATA PRIVACY

Data Protection: All personal and sensitive data must be handled securely and in accordance with applicable laws.

Note: This summary is not exhaustive and does not replace the full Code of Responsible Business Conduct. For the complete version, please refer to the official document or contact Metz A/S.