

Supplier Code of Conduct

This Supplier Code of Conduct is based on FMMMG's Code of Conduct, which can be found on www.fmm-mora.com.

FMMMG is committed to high standards of business ethics and sustainability. FMMMG's Supplier Code of Conduct is based on the following and expresses the expectations that FMMMG holds for its suppliers.

1. United Nations Universal Declaration of Human Rights and Associated UN Conventions
2. The ILO's basic principles concerning rights in working life
3. OECD guidelines for international companies
4. UN Global Compact: 10 principles regarding human rights, labour rights, environment and corruption
5. ISO 9001 and ISO 14001 for quality and environmental management

The Supplier shall comply to the expectations and requirements in this Supplier Code of Conduct.

FMMMG encourages Supplier to establish its own code of conduct based on similar standards. The Supplier shall flow down these standards to all persons and entities supplying goods or services to FMMMG.

If Supplier fails to meet FMMMG's expectations as set out in the Supplier Code of Conduct, FMMMG's general approach is to encourage improvement. Critical deviations or repeated unwillingness to make improvement, however, may jeopardize Supplier's relationship with FMMMG.

Follow-up of Supplier's compliance

Audits to follow-up Supplier's compliance of this Supplier Code of Conduct by FMMMG or FMMMG's customer shall be accepted and supported by the Supplier.

Compliance with laws

The Supplier must operate in full compliance with all laws and regulations applicable to its business. If this Supplier Code of Conduct and legislation conflict with each other, it is the law that prevails.

Reporting malpractice

The Supplier shall give a possibility to its employees to report malpractice within its own organization. If a Supplier employee considers that FMMMG employees do not act in accordance with the values in this Supplier Code of Conduct, or if Supplier employee find other malpractices, FMMMG encourages the Supplier to contact FMMMG using the web form at www.fmm-mora.com.

Business ethics

FMMMG expects that the Suppliers conduct is characterized by responsibility and respect for business partners and the local communities in which the Supplier operates. FMMMG expects ethical conduct and good business practice, and the goal is to develop long-term stable business relationships between FMMMG and Supplier. Both FMMMG and the Supplier shall be considered as responsible and professional partners.

Fair competition

FMMMG expect that the Supplier is doing their businesses with fair competition, e.g. treating its competitors professionally and fair.

Corruption

Corruption and any other form of corrupt conduct are strictly prohibited in the cooperation with FMMMG, and the Supplier shall always comply to applicable laws and regulations. In any business relationship, the Supplier must ensure that the offering or receipt of any gift or business courtesy is permitted by law and regulation, does not violate the rules or standards of the recipient's organization and are consistent with reasonable market place customs.

Neither FMMMG as a company, nor anyone acting on FMMMG's behalf, will accept, receive or request gifts or other benefits.

Conflict of interests

Conflicts of interest between the Supplier and its business partners should be avoided. Examples of conflicts of interest are personal financial interests, purchases from or sales to family members or close friends.

Human rights and working conditions

FMMMG works actively to treat the employees fairly, equally and with respect. FMMMG expects that our Supplier is acting equally towards their employees.

Child labour

Every child should be protected from being economically exploited and from performing work that may be harmful to the child's physical or mental health or adversely affect the child's ability to education. A child in this context is a person under the age of 15. If relevant national legislation prescribes a higher age, this is the age that applies.

Supplier shall not engage in, or benefit from the use of child labour. If it is found that a child produces products, the employer must act on the behalf of the best interests of the child and to reach a satisfactory solution that improves the situation of the individual child.

Forced labour

No form of forced labour or work linked to any form of punishment may occur in the Supplier's operations.

Freedom of association and collective bargaining

FMMMG expects that the Supplier respects their employees right to organize, or to not organize, trade unions and negotiate collectively or individually in accordance with local laws. No employee should risk harassment or reprisals to exercise these rights.

Employment contracts, employment terms and remuneration

FMMMG expects that the Supplier's employees have employment contracts, working hours, wages and benefits which comply with applicable national laws.

Discrimination, harassment and diversity

FMMMG values and promote diversity, gender equality and each person's unique and equal value, and FMMMG are opposed to all forms of discrimination, harassment and degrading treatment. FMMMG expects that the Supplier is sharing this value and that the Supplier act to take active measures to achieve equal rights and opportunities in working life irrespective of gender, sexuality, ethnicity, religion or other beliefs.

Alcohol and / or drug abuse

FMMMG expects the Supplier to restricting the use of alcohol and/or drug abuse during working hours.

Sustainable products

FMMMG is encouraging that the Supplier is working with sustainable products and operations.

Conflict minerals

Conflict minerals are tantalum, tin, tungsten and gold. As conflict minerals are often mined in conflict affected areas and directly or indirectly contribute to funding armed groups that are expected to commit serious human rights violations, the aim is to purchase conflict minerals from secure sources outside of conflict areas. Products delivered to FMMMG must comply with the requirements of applicable conflict minerals laws and regulations in a transparent supply chain.

Health and safety

FMMMG expects that the Supplier work systematically for a safe and healthy work environment for its' employees.

Environment and quality

FMMMMG expects the Supplier to reduce any adverse environmental impact caused by its' operations with focus on production, products, transport, energy use and waste. The Supplier shall as a minimum be compliant with applicable national environmental laws and regulations. FMMMMG is ISO 14001 and 9001 certified and recommends the Supplier to implement similar environmental and quality systems.

FMMMMG works actively with development and innovation of environmentally smart products and technologies. All stakeholder's expectations are considered in quality and environmental issues. This means that the dialogue with the Supplier is a source of renewal and improvement.

Suppliers signature

We hereby certify that we have taken note of FMMMMG's Supplier Code of Conduct and that we agree with the requirements and expectations.

On behalf of:

Supplier name

Supplier signature