

SUPPLIER
CODE
OF
CONDUCT

**WE WANT TO
COLLABORATE WITH
SUPPLIERS THAT
CONTRIBUTE TO OUR
SUSTAINABILITY
PROFILE.**

This will improve our joint business.

Suppliers and contractors play a critical role for our brand building and our highquality standards.

To ensure sustainable procurement with respect to ethical, social and environmental issues, this Supplier Code of Conduct summarizes the requirements to which FLINTAB is committed and to which we require our suppliers to commit in order to do business with us.

ENVIRONMENT

The supplier is required to comply with all environmental laws, regulations and standards applicable to its operations.

The supplier shall observe environmentally friendly technologies and materials in all operations to reduce waste and emissions into the air, soil and water.

The Supplier shall strive to integrate practices and technologies that promote energy efficiency and sustainable use of resources. In order to actively reduce its direct and indirect greenhouse gas emissions, the supplier is encouraged to establish environmental plans and to set climate targets. Suppliers are encouraged to work towards a phase-out of fossil fuels.

The Supplier shall handle hazardous substances and chemicals responsibly, and where reasonably possible, substitute such substances for less hazardous ones.

The Supplier is encouraged to implement and maintain a certified environmental management system in accordance with ISO 14001 or similar.




ETHICS

The supplier shall not engage in any illegal or unethical behavior. Supplier is expected to uphold standards of fair business practices and antitrust and other competition laws.

The supplier shall refrain from any and all forms of corruption, extortion and bribery, and specifically ensure that payments, gifts or other commitments to customers, government officials and any other party are in compliance with applicable antibribery laws.

The supplier shall disclose to FLINTAB information regarding potential conflicts of interest relating to your activities as a supplier.

The supplier shall be committed to responsible procurement of conflict minerals and reasonably assure that 3TG in the products are conflict free.

A white hard hat is suspended from a metal hook, hanging in the center of the frame. The background is a blurred industrial environment with blue and orange tones, suggesting a factory or construction site. The text 'WORK ENVIRONMENT AND SAFETY' is overlaid in large, white, bold, sans-serif font, with horizontal lines underlining 'ENVIRONMENT' and 'SAFETY'.

WORK ENVIRONMENT AND SAFETY

In addition to meeting minimum legal requirements for working conditions, the supplier is expected to provide a safe, healthy work environment (e.g., clean facilities, properly maintained equipment, sufficiently lighted and ventilated facilities) and a risk-based safety-first mindset.

The supplier shall take adequate steps to prevent accidents and injury to health by minimizing the causes of hazards inherent in the working environment and by providing appropriate safety equipment and training.

The supplier is encouraged to implement and maintain a certified health and safety management system in accordance with ISO 45001 or similar.

LABOUR

The supplier shall support and respect internationally declared human and labour rights regarding to freedom of association, working hours and wages.

The supplier shall not employ children under the legal employment age or force any person to work against his/her will.

The supplier shall foster a culture that seeks to promote equal opportunity for all. Supplier shall not tolerate discrimination on the basis of gender, race, religion, age, disability, gender identity, sexual orientation, or those categories protected by local law.

A man with a beard and glasses is shown in profile, focused on his work. He is wearing a dark suit jacket and is typing on a keyboard. The scene is dimly lit, with a strong green glow emanating from the background, possibly from a computer monitor or server rack. There are also some blue and red light accents. The overall atmosphere is one of concentration and technical expertise.

SECURITY

The supplier shall protect all confidential information provided by FLINTAB and our respective business partners from external and internal threats or leak of information.

The supplier shall not pass on confidential information to third parties without our consent.

The supplier shall respect intellectual property of others.

The supplier is obliged to ensure that there are accurate and complete insurance schemes covering its operations, services and products.

If the supplier provides software services or supplies products that contain software, the supplier shall have processes to protect the product from security risks.

COMPLIANCE



As a supplier, you must comply with all applicable laws and regulations, the requirements set out in this Supplier Code of Conduct and your contractual obligations to us.

The supplier shall promptly notify FLINTAB of any non-compliance or suspected non-compliance of this Code, either caused by the supplier or its sub-suppliers.

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

FLINTAB

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FLINTAB
WEIGHING ● SOLUTIONS