

Metso

Supplier Code of Conduct





Metso is a frontrunner in sustainable technologies, end-to-end solutions and services for the aggregates, minerals processing, metals refining and recycling industries globally. We strive to work with suppliers who are socially, environmentally, and economically responsible and who share our values regarding customer centricity, seeking innovations, performing together and respecting each other. Metso purchases materials, components, and services on a global basis. We acknowledge that our supply chain activities have a broad impact and that our responsibilities extend beyond our own operations and into those of our suppliers.

Metso's operations are guided by the Metso Code of Conduct and the United Nations Global Compact Initiative. Metso respects and supports the protection of internationally proclaimed human rights, such as those described in the United Nations (UN) Guiding Principles on Business and Human Rights and the International Labour Organization's (ILO) Declaration of Fundamental Principles and Rights at Work.

This Code of Conduct defines the basic requirements placed on Metso's suppliers when dealing with Metso such as concerning their responsibilities towards their stakeholders and the environment.



Responsible business practices

The Supplier must be committed to internationally recognized good governance and the highest level of integrity and ethical business conduct. The Supplier must respect and be committed to the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption, wherever it operates.

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

Health and Safety

The Supplier shall provide a safe and healthy working environment and take all reasonable steps to prevent injuries, safety incidents, and health hazards.

The Supplier is encouraged to have a health and safety program that is appropriate to the nature of the business and its risks. The Supplier shall know and comply with all relevant health and safety regulations and instructions. The Supplier shall provide relevant health and safety information and instructions, training, personal protective equipment, and tools to its employees.

The Supplier's employees shall not be under the influence of alcohol or illegal drugs while working on Metso projects.

Child and forced labor

The Supplier shall not use, or support any use of, child or forced labor.

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

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



Non-discrimination

The Supplier shall treat its employees with dignity 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 harassment or discrimination, whether physical or verbal.

Wages and working hours

The Supplier shall provide fair wages and benefits that meet or exceed the applicable wage and compensation laws. In the event of cross-border personnel deployment, the Supplier shall adhere to all the applicable legal requirements, especially with regard to minimum wages.

The Supplier shall comply with all the applicable laws and regulations on working hours and maintain accurate records thereof.

Freedom of association

The Supplier shall respect its employees' freedom of association, right to freely choose their representatives, and right to collective bargaining and neither disadvantage nor prefer members of employee organizations or trade unions.

Environment and climate change

The Supplier is encouraged to have a systematic approach to protecting the environment. The Supplier shall:

- be committed to protect the environment in accordance with the applicable laws and regulations
- continually look for ways to minimize waste, emissions and discharge of their operations, products and services
- use energy and raw materials resources efficiently

The Supplier is encouraged to determine the carbon footprint of its own operations, suppliers, and products. Metso expects its suppliers to make continuous improvements in environmental protection and develop a CO₂ emission reduction plan and report CO₂ data if requested.

Anti-corruption

Metso has zero tolerance for bribery and corruption and expects the same from its suppliers.

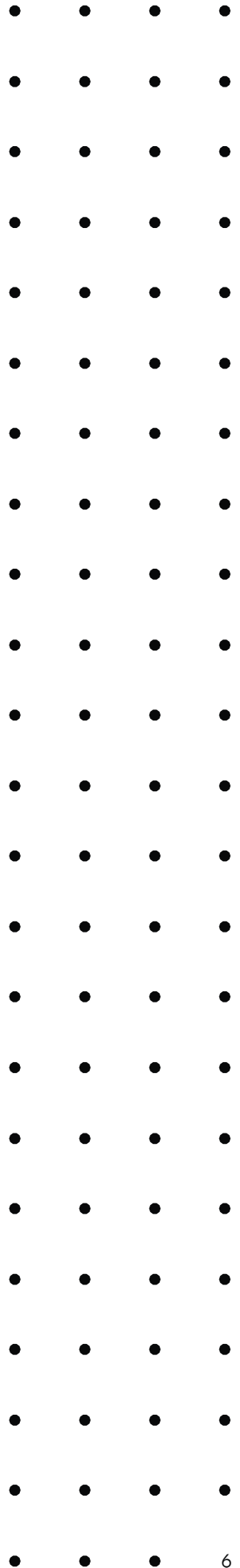
The Supplier must never request, accept, pay, or offer bribes or facilitation payments, whether directly or indirectly through a third party, to influence a business decision or to otherwise obtain a business advantage. This applies to businesses both in the public and private sectors. All gifts, entertainment, and hospitality must have a legitimate business purpose and they must be acceptable under local laws and business practices. Giving or receiving cash gifts is unacceptable.

Metso expects suppliers to establish systems and processes to prevent corruption, for example, by setting up an anti-corruption policy and providing the relevant training to their employees and not engaging in business with third parties that do not share these principles.

Conflict of interest

The Supplier shall avoid potential conflicts of interest involving its work with Metso. The Supplier shall disclose to Metso any conflict of interest or situations giving the appearance of a conflict of interest, for example, if a Metso employee or his/her immediate family member:

- holds a material financial or other interest in the supplier
- holds a managerial position at the Supplier or
- works for the Supplier and such employment creates a conflict of interest or appearance thereof.



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 the applicable laws and the contract, and shall ensure that the level of its information security is adequate to keep all such information confidential and secure. The Supplier shall process personal data confidentially and responsibly, respect everyone's privacy and ensure that personal data is effectively protected and used only for legitimate purposes.

The Supplier shall not sell Metso any products that violate the intellectual property rights of a third party.

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

Compliance with laws and regulations

The Supplier shall be aware of and comply with the applicable laws and regulations in the countries they operate. This includes adhering to regulatory best practices. Metso expects its suppliers to have a positive impact on the societies they operate in.

Sourcing conflict minerals

The Supplier must be committed to sourcing conflict minerals (3TG) supplied to Metso with due respect for human rights, the need to avoid contributing to conflict, and the desire to support development through 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 effects. The Supplier shall put in place systems and processes to make sure he is able to identify, manage and report on related risks in his supply chain and in particular stem the trade in tin, tantalum, tungsten and gold as required by the EU Conflict Minerals Regulation.



Sub-suppliers

The Supplier shall ensure that its own suppliers shall adhere to this Supplier Code of Conduct (or comparable requirements). The Supplier shall evaluate and monitor its supply chain, and upon request collect and send the relevant information to Metso regarding the supply chain's compliance with this Supplier Code of Conduct.

The Supplier shall inform Metso of any violation of this Supplier Code of Conduct that is noticed during audits and assessments of its sub-suppliers.

Metso expects the Supplier's full co-operation should Metso wish to conduct on-site audits at the Supplier's sub-suppliers.

The Supplier shall comply with the principles of non-discrimination with regard to supplier selection and treatment.

Monitoring and follow up

Metso encourages suppliers to implement and maintain management systems and standards and to appoint responsible company representatives who shall ensure compliance with the applicable laws and regulations, the Supplier's contract with Metso and this Supplier Code of Conduct.

Metso expects the Supplier's co-operation in verifying compliance, e.g. in completing self-assessments and reports and granting Metso (or a third party selected by Metso) access to relevant premises and information to conduct on-site audits, including interviewing relevant supplier personnel and access to accurate and complete documentation and records.

The Supplier shall remedy any non-conformity identified without delay.

Failure to comply with this Code may have negative consequences. For example, Metso may suspend or terminate its contract with the Supplier.

In the event of potential misconduct, we encourage our suppliers to report to their Metso contact person or compliance@metso.com.

The Supplier shall further provide access to a protected mechanism for their employees to report possible violations of the principles of this Code of Conduct.

Supplier's approval

Acknowledged and approved

Place: _____

Date: _____

Supplier name: _____

Signature: _____

Name of the signatory: _____

Supplier registration number: _____