

## Introduction

Metaltech Precision Ltd was established on the 13th of December 1999 and over the nearly 24 years has grown into one of the largest sub-contract engineering companies within the Southwest of England.

Throughout this time Metaltech has earned the reputation for integrity, fair dealing, and ethical behaviour.

The business is determined that it preserves this reputation and that, wherever it does business locally or around the world, it exerts a positive influence and has a positive impact.

Metaltech expects the same high standards from its suppliers. As such, as a condition of being a supplier to Metaltech Precision Ltd, you must adhere to the below core values and require your own supply chain to adhere to them too.

## Scope

This Supplier Code of Conduct applies to all third parties that provide goods or services to Metaltech Precision Ltd. This includes but is not limited to all suppliers, contractors, consultants and brokers.

## Core Values

Metaltech Precision Ltd abides to the following core values and as a supplier, you and anyone working on your behalf, must:

- Comply with all applicable laws, international, national and local.
- Treat others with trust, dignity and respect and without discrimination on the basis of race, gender, nationality, religion, sexual orientation, disability or age.
- Operate a zero-tolerance policy to extortion, bribery, and corruption and never offer, pay, solicit or accept bribes in any form.
- Declare to Metaltech any conflicts of interest that may affect business with Metaltech.
- Reduce health and safety risks associated with your business to a level as low as reasonably possible.
- Ensure you are not complicit in any human rights abuses.
- Uphold freedom of association and the effective recognition of the right to collective bargaining, free from interference, discrimination, retaliation or harassment.
- Never use child, compulsory or forced labour or any other form of slavery or servitude and diligently ensure that your supply chain does not use such practices; including by terminating with immediate effect any of your suppliers who are found to have or are suspected of having such practices.
- Have a good awareness of, and maintain robust processes and procedures to ensure you comply with, all applicable environmental laws, regulations and codes of practice.
- Adhere to the spirit and the letter of Metaltech's Conflict Minerals Policy and not knowingly procure minerals that finance conflict.
- Comply with money laundering legislation and not be involved in, or support money laundering practices.
- Operate a zero-tolerance approach to facilitation of tax evasion.
- Pay and benefits which meet or exceed national minimum requirements and adhere to working time regulations where applicable.
- Achieve high standards of environmental management through efficient use of resources, complying with all applicable environmental laws, regulations and codes of practice at a minimum.

# Supplier Code of Conduct



- Calculate and report greenhouse gas emissions associated with your business operations following Greenhouse Gas Protocol (<https://ghgprotocol.org>) and disclose these in public company reports.
- In all other respects, conduct your business with integrity, fairness and in good faith.

## Audit

Metaltech Precision Ltd reserves the right to visit and inspect its Suppliers premises, in order to monitor compliance with this Supplier Code of Conduct, by acting as our supplier you consent to Metaltech doing so. Suppliers are expected to cooperate by acting transparently and making their premises and personnel accessible to Metaltech, so that a meaningful audit can be conducted. In certain circumstances, Suppliers may be expected to conduct similar audits of their suppliers.

## Reporting Concerns

Suppliers must always report any concerns they have to Metaltech. You can do this by talking to your usual point of contact via phone or email. Please note, this is done without fear of retaliation or reprisal.

## Principles Based Approach

You should refer to the principles set out in this Supplier Code of Conduct when ethical and compliance issues arise. Each of the principles in this Supplier Code of Conduct is fundamental to how Metaltech does business. However, this Supplier Code of Conduct cannot anticipate every possible instance in which an ethical issue may arise, and so it aims to reinforce the ethical and responsible way in which Metaltech expects you to conduct your business and the integrity, honesty and transparency which is required in your operations.

Metaltech will be entitled to terminate any contract with you immediately if it reasonably believes you have failed to adhere to either the letter or spirit of this Supplier Code of Conduct.