

An abstract graphic consisting of several overlapping, semi-transparent shapes in various colors: light blue, green, purple, pink, and orange. The shapes are layered, creating a sense of depth and movement. The purple shape is the most prominent, overlapping the green and pink shapes. The orange shape is at the bottom, overlapping the pink and purple shapes. The light blue shape is at the top left, overlapping the green shape.

Supplier Code of Ethics



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about us

Magnezit Group (hereinafter, the “Group”) is a vertically integrated company providing a full cycle of refractory materials production, innovative engineering solutions and complex maintenance of heating units.

our position

In the course of its business, the Group seeks to comply with the highest industry standards and its own strict ethical behavior requirements. It expects its suppliers and contractors (hereinafter, “Suppliers”) to act in a similar fashion.

scope of the Supplier Code of Ethics (the “Code”)

- ▶ This Code applies to all Group companies. The Group seeks to ensure that all suppliers comply with this Code. The Code is communicated to suppliers and is mandatory in cases stipulated by contracts;
- ▶ The Group may terminate a supplier contract for a material breach of the Code.



occupational health and safety

Suppliers' duties:

- ▶ The Group's suppliers are required to comply with applicable health and safety standards, including requirements set by government authorities;
- ▶ The Group's suppliers are obliged to provide their employees with working conditions and an environment that do not pose a threat to their life and health;
- ▶ The Group's suppliers should continually develop and improve their occupational safety practices.

compliance with environmental standards

Suppliers' duties:

- ▶ The Group's suppliers are required to comply with local, national and international environmental regulations, as applicable.
Compliance must be supported with appropriate permits and licenses;
- ▶ The Group's suppliers should continuously improve their environmental management systems to reduce their impact on the environment.



respect for human rights and safe working conditions

Suppliers' duties:

- ▶ The Group's suppliers are required to treat employees with respect and dignity, to recognize and encourage diversity of opinions and opportunities and must not tolerate any manifestations of discrimination based on politics, religion, nationality, gender and other grounds;
- ▶ The Group's suppliers are required to follow a policy of zero tolerance for any form of child labor, forced or compulsory labor, or any other form of slavery;
- ▶ The Group's suppliers are required to comply with local and national regulations on compensation and working hours.



corporate ethics

Suppliers' duties:

- ▶ The Group's suppliers must comply with all applicable local, national and international anti-corruption laws and follow a policy of zero tolerance for any form of bribery, corruption, fraud and extortion;
- ▶ The Group's suppliers are required to compete fairly and lawfully in the market, avoiding agreements or actions that illegally restrict trade or competition or violate any anti-monopoly laws of the Russian Federation or other regulations on the protection of competition;
- ▶ The Group's suppliers must properly process personal data, preventing leaks or unauthorized access. Suppliers must ensure that data is collected, stored, used, processed and transferred in accordance with all applicable data privacy laws.



implementation of the Code

- ▶ The Group includes a clause on compliance with the Code in its framework agreements with suppliers;
- ▶ Under agreements, the Group may audit suppliers to verify compliance with the Code/

feedback

The Group welcomes feedback on any matters regarding the content of this Code or non-compliance with its provisions by the Group, its employees or suppliers by telephone:



+7 (495) 232-61-00, ext. 1305



email:

compliance@magnezit.com

amendments

The Code will be updated to reflect the latest developments in applicable local and national laws and standards.

reference materials

The Code has been developed in accordance with international documents and standards, such as the Universal Declaration of Human Rights, the UN Global Compact and occupational safety and health standards of the International Labor Organization.