



Supplier Code of Practice

Updated January 2019

Compliance with Laws and Regulations

At the Welding Alloys Group we are committed to complying with all applicable laws and regulations, to upholding human rights and labour standards and to protecting the environment; in our own operations as well as in relation to our business partners. It is our policy to conduct all of our business in an honest and ethical manner. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

The Welding Alloys Group requires that our Suppliers apply the same professional standards and that they have in place practices to the published standards for their industry as well as being compliant with relevant ILO (International Labour Standards). This Supplier Code of Conduct defines the minimum standards required by the Welding Alloys Group.

Environmental, Health & Safety Laws

- Suppliers must comply with all applicable environmental, health and safety laws and regulations and must provide workers with a safe and healthy work environment.
- Suppliers must commit to continuous improvements within the area of occupational health and safety.

Human Rights & Labour Standards

- **Wages & Working Hours** – Suppliers must comply with all applicable wage and working time laws, including those relating to minimum wage, overtime hours, and other elements of compensation, and must provide all legally mandated benefits. Suppliers will not require employees to work more than the maximum number of hours permitted under applicable laws.
- **Discrimination & Fairness** – The Welding Alloys Group expects its Suppliers to treat their employees with respect and dignity and to refrain from any unlawful harassment. They should apply the principles of equal opportunity and fair treatment. Suppliers should not discriminate against any person because of their race, colour, religion, sex, age, disability, nationality or ethnic or national origin, pregnancy, gender reassignment, marital status, sexual orientation or on any other basis prohibited by law.
- **Child Labour** – Suppliers will not directly or indirectly employ workers that are younger than the applicable required minimum age as prescribed by national laws and international agreements.
- **Forced, bonded or involuntary prison labour** – Suppliers should not perform work or produce goods for the Welding Alloys Group using labour under any form of forced, bonded or involuntary prison labour, or any form of human trafficking, nor should threats of violence, physical punishment, confinement, or other form of physical, sexual, psychological, or verbal harassment or abuse be used as a method of discipline or control.
- **Freedom of Association** – Suppliers must respect workers' rights to associate freely and in compliance with existing local laws and without intimidation, reprisal or harassment.

Corruption & Bribery

Suppliers should not tolerate or engage in any form of corruption or bribery including any payment of money, or other form of benefit for the purpose of influencing decision making in violation of law.

Supply Chain

The Supplier should use reasonable efforts to communicate and promote among its Supplier's compliance with this Code of Conduct.