

Code of Responsible Procurement

METALLCAST is not just a mechanical engineering enterprise. We are part of the engineering infrastructure that shapes the energy security of the country.

Our products are not only the precision of metal but also the values that stand behind each manufactured part.

Everything we create must be the result of honest work, adherence to standards, respect for people and the environment.

That is why we believe that responsible procurement is not just contractual relationships. It is a moral and strategic choice. A choice in favor of sustainable development, ethical interaction, and long-term partnership, based on transparency, trust, and accountability.

This Code is a guide for everyone who is part of our production chain.

We understand that real success begins not with profits, but with principles. That is why our approach to corporate social responsibility (CSR) is based on three pillars:

Economic Sustainability

We invest in advanced technologies, implement efficient production practices certified to ISO 9001. Our mission is to produce products that not only meet technical requirements but also serve as a benchmark of responsibility and reliability.

Social Dignity

Safety, fair wages, respect for every employee - this is what we invest in the concept of "social responsibility." We develop talents, create an environment where people can grow, learn, and realize their potential. Our approaches meet international standards, and our values are based on principles of fairness and humanity.

Environmental awareness

Metal has memory. We strive for this memory to bear no traces of environmental destruction. Production modernization, effective resource management - this is not just a regulation, but a daily practice.

METALLCAST's obligations to suppliers

METALLCAST strives to maintain business relationships with its suppliers based on transparency, honesty, and fairness, in accordance with the following principles:

Fair and equitable treatment of suppliers

- Impartial selection of suppliers according to clear and transparent criteria: service quality, cost, delivery time.
- Treatment of suppliers in accordance with legislative and regulatory acts, timely payment according to contract terms provided that the supplier fully and qualitatively fulfills its obligations.
- Use of mediation for peaceful resolution of any disputes arising during the execution of the contract.

Anti-corruption

- To combat all forms of corruption, both active and passive, and to eliminate all conflict of interest situations, adhering to the company's ethical rules.

Our principles in cooperation with suppliers

METALLCAST believes that suppliers are not external participants in the process, but partners who share our philosophy.

- Building long-term relationships with our suppliers is aimed at mutual improvement.
- Sharing best practices and supporting our suppliers in improving social and environmental performance.
- Maximizing the involvement of local suppliers of goods and services to promote local economic development.
- Vigilance regarding any economic dependency that could threaten either party.

We develop methodologies and action plans for monitoring, minimizing this risk, and take appropriate measures if necessary.

- Commitment to maintaining the confidentiality of technical, commercial, and financial information provided by our suppliers, and protecting their personal data in accordance with applicable regulations.

- Compliance with the confidentiality of technical, commercial, and financial information provided to us by our suppliers.
- Respect for the property rights and intellectual property rights of our suppliers.
- Respect and compliance with privacy protection laws, including the European Union's data protection regulation and other applicable regulations.

METALLCAST commits to keeping a record of suppliers who have signed this Charter.

The company reserves the right to make changes to the Charter as needed. In this case, all suppliers will be given the opportunity to familiarize themselves with the new version of the Charter.

Responsibilities of our suppliers

METALLCAST expects suppliers to comply with the core conventions of the International Labour Organization (ILO), fundamental principles and rights as outlined in the Universal Declaration of Human Rights, and any regulations applicable to their activities in the places of operation. Suppliers **METALLCAST** must also promote and respect human rights within their sphere of influence and throughout the supply chain.

- The supplier commits not to use child labor under any circumstances. The term "child" refers to any person who has not reached the minimum age established by law for employment in the country where the work is performed, provided that this age complies with the provisions defined by the International Labour Organization (ILO Conventions No. 138 and 182).
- Under no circumstances shall the supplier use forced or compulsory labor or any other practice of forced or involuntary work (ILO Conventions No. 29 and 105).
- Work is considered forced/compulsory or slave labor if it is imposed through threat.
- The supplier commits not to engage in hidden work and to fulfill obligations for declaration and payment to administrative, social, and tax authorities, as required in the respective countries.
- The supplier commits not to discriminate against individuals on the basis of age, gender, religious or political beliefs, social or ethnic origin, sexual orientation, disability, family status, nationality, or appearance. (ILO Convention No. 111)
- The supplier recognizes the principle of equal pay for men and women without discrimination based on gender (ILO Convention No. 100).

- The supplier commits to adhere to occupational health and safety policies aimed at providing every employee with a safe and healthy working environment and supporting an environment that respects human dignity (ILO Conventions No. 155 and 120).
- The supplier commits to take all necessary measures to prevent accidents in the workplace.
- Suppliers must refrain from any corporal punishment, physical, sexual, verbal, or psychological harassment, or any other forms of abusive behavior (ILO Conventions No. 29 and 111).
- Suppliers must apply and adhere to all environmental standards. They must maintain and update all necessary environmental accreditations.
- Suppliers must use the precautionary principle when considering environmental issues and implement an environmental management system that allows them to timely identify, assess, and evaluate potential environmental risks. They must take all necessary measures to mitigate or eliminate them.
- Suppliers are committed to minimizing emissions at their facilities, reducing and controlling all types of waste. Waste can also be disposed of through recycling, reprocessing, or reuse. Suppliers must approach waste management responsibly.

Ethics of fair business conduct

In all areas of activity, suppliers must comply with laws and regulations related to the principle of fairness and applicable in all countries where they operate. They are committed to acting ethically in their business practices. This means conducting activities in accordance with the principles of honesty and fairness, as well as in accordance with applicable regulations regarding fair competition and the prohibition of corruption in business transactions.

Suppliers maintain the confidentiality of the information received, which is the property of **METALLCAST**, and never use the information for their own interests.

The information provided during commercial activities must be accurate and fair and should not mislead.

Suppliers confirm that they have read this Charter and commit to promoting its principles to their counterparties.

Suppliers must respond promptly to reasonable requests from representatives of **METALLCAST** regarding the implementation of the principles of this Charter.

In the event of non-compliance with one or more principles of the Charter, **METALLCAST** may assist the supplier in adhering to its principles. However, the company reserves the right to refuse the services of suppliers who do not comply with the provisions of this Charter.