

## Code of conduct for suppliers

EverZinc integrates Corporate Social Responsibility (CSR) in its strategy and respects the highest standards of business ethics and business conduct which are summarized in its CSR Charter and Code of Ethics. By expressing the intent to implement the ten principles of the United Nations Global Compact, EverZinc confirms its commitment to respect its fundamental principles in the areas of human rights, labour standards, the environment, fight against corruption and illustrate its determination of developing action plan to increase its performance in the field of sustainable development.

This Code of Conduct has been drawn up for EverZinc's suppliers, contractors, subcontractors and service providers (hereinafter the "Suppliers") and formalizes the commitments expected by EverZinc in terms of ethics, fighting corruption, respect for human rights, compliance with labour standards, as well as health and safety, and environmental protection.

By adopting this Code of Conduct, the Supplier undertakes to use its best efforts to implement all the principles it contains and to ensure that its own suppliers and subcontractors do likewise.

### Respect for People and Labor

- Ensure in all circumstances the respect and support of fundamental human rights.
- Commit not to tolerate any form of forced, compulsory labor, or child labor.
- Eliminate all kind of discrimination in respect of employment and occupation.
- Ensure a safe working environment for each one of employees and contractors.

### Care for Environment

- Minimize the environmental footprint of activities, products, raw materials and integrate the environmental concern in all decisions.
- Set up and employ an appropriate environmental management system.
- Act proactively in promoting and approaches towards all suppliers, contractors, stakeholders, for the sake of preserving the environment.

### Integrity and Reliability

- Fight against corruption in all its forms.
- Respect and foster fair and open competition in all circumstances.
- Comply with all applicable environmental, health, safety at work and security regulations.
- Comply with the applicable national regulations and laws.
- Not to process or otherwise engage in activity for, on behalf of, or for the benefit of, a sanctioned individual, entity, territory, or organization targeted by French, European, or United States authorities, or other applicable sanctions regimes, in particular activity involving directly or indirectly: CUBA, IRAN, NORTH KOREA, SUDAN, SYRIA, and CRIMEA/SEVASTOPOL (collectively, "Major Sanctioned Countries and Regions" or "MSCs"), in any currency.

EverZinc can audit its suppliers in order to verify compliance with the Code of Conduct.

**INNOVATING TOWARDS A MORE SUSTAINABLE TOMORROW,  
THROUGH THE POSSIBILITIES OF ZINC.**