

## Code of Conduct for FUMAC

This Code of Conduct defines the basic requirements that FUMAC complies with. Our suppliers of goods and services comply with the same basic requirements regarding their responsibilities to their stakeholders and the environment. FUMAC reserves the right to reasonably amend the requirements of this Code of Conduct and in such case, FUMAC expects the supplier to accept these reasonable changes.

FUMAC (and our suppliers) comply with the following:

### Legal Compliance

- To comply with the laws within the applicable legal system

### Prohibition of Corruption and Bribery

- Not to tolerate or engage in any form of corruption or bribery, including assignment of any payment or other kind of good to an official or other stakeholders for the purpose of attempting to influence the decision-making process which breaches the law

### Respect for the Employees' basic Human Rights

- To promote equal opportunities for, and treatment of, employees irrespective of skin colour, race, nationality, social background, disability, sexual orientation, political or religious conviction gender or age
- To respect the personal dignity, privacy and rights of any individual
- To refuse to employ or letting anyone work against his or her will
- To refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination
- To prohibit behavior, including gesture, language and physical contact that is sexual, compelling, threatening, harsh or exploitative
- To provide a fair salary and to guarantee them applicable national statutory minimum salary
- To comply with maximum number of working hours as submitted in applicable law
- To acknowledge, as much as legally possible, the right freely to choose unions for employees and neither to favor nor discriminate against members of employee organizations or unions

### Prohibition of Child Labour

- Not to employ full-time employees under the age of 15 year old or in developing countries according to ILO (International Labour Organization) convention 138, to employ full-time employees under the age of 14 years old

### Health and Safety for Employees

- To take responsibility for the health and safety of the employees
- To control risks and take the most reasonable and possible safety precautions against accidents and work related diseases
- To provide education and ensure that employees are educated in health and safety issues
- To set up or use a professional health and safety management system in accordance with OHSAS 18001 or equivalent

## **Environmental Protection**

- To act in accordance with applicable statutory and international standards regarding environmental protection
- To minimize environmental pollution and make continuous improvements in environmental protection
- To focus on environmental optimization and to make environmentally friendly decisions

## **Supply Chain**

- To make the best possible efforts to ensure that the suppliers comply with this Code of Conduct
- To adapt to the principles of non-discrimination of choice and treatment of supplier
- FUMAC's suppliers have assigned FUMAC's Code of Conduct for suppliers. The declaration states that
  - 1) That the supplier commits to comply with the principles and requirements set forth in the agreement
  - 2) That the supplier upon request from FUMAC will obtain a written self-assessment as required by FUMAC within a reasonable time after such wish
  - 3) That the supplier agrees that FUMAC or third party appointed by FUMAC may perform unannounced audits on the supplier's addresses to confirm that we comply with FUMAC's Code of Conduct
  - 4) That the suppliers confirm that they we will do their best to communicate the content of Code of Conduct to their suppliers and to convince them to comply with the principles and requirements set forth in this Code of Conduct