



## **FPS Supplier Code of Conduct**

FPS's suppliers are essential. They provide the materials and services that keep our businesses running. As such, we treat our suppliers as vital partners to our business. In exchange, we expect our suppliers to display similar values in the workplace, the marketplace and the global community.

### **Compliance with Laws:**

FPS requires its suppliers to comply with all applicable national and local laws, rules, regulations, and requirements. When national or local laws are less restrictive than the expectations in this Code of Conduct, we encourage our suppliers to meet our higher standards.

### **Expectations for Suppliers:**

#### **Safety and Health:**

Make continuous efforts to eliminate workplace injuries and illnesses by changing unsafe practices, eliminating unhealthy working conditions, and avoiding unnecessary risks to employees.

Maintain a safe work environment and culture, keeping all colleagues safe in their workplace and at home.

#### **Equitable Treatment of All:**

Establish work environments free of discrimination, harassment, and forced or compulsory labor.

Promote diversity and inclusion by embracing and supporting differences in culture, language, and thought.

#### **Child Labor and Labor Rights:**

Only employ children in accordance with the main principles of the ILO's convention no. 138 concerning the minimum age for admission to employment.

Avoid any form of forced or compulsory labor.

Respect the personal dignity, privacy and rights of each individual employed.

Ensure that employees can freely communicate with their superiors concerning their working conditions. Subject to applicable law, employees are free to join any trade union of their choice.

#### **Compensation:**

Comply with applicable laws and regulations governing wages and working hours, including compensation, benefits, and overtime.

Working hours comply with the applicable law.

Pay wages at regular intervals and inform employees about the method of its calculation.

Make no disciplinary deductions from wages earned.

### **Freedom of Association:**

Uphold the freedom of association and the right to collective bargaining.

### **Remain Above Reproach:**

Adhere to high standards of ethical conduct, including prohibiting corruption and bribery, and avoiding agreements and other actions that unfairly limit trade or competition.

Comply with all applicable trade control laws and regulations, anti-boycott laws, anti-terrorism and anti-money laundering laws, as well as economic and trade sanctions, and all relevant laws and regulations of OFAC, the UN, and the EU.

Maintain honesty, high moral, and ethical standards.

### **Commitment to Continuous Improvement:**

Continuously work to develop new, competitive, and sustainable product offerings.

Foster a culture of continuous learning, improvement, and adaptation to change.

### **Financial Performance:**

Manage finances responsibly, keep accurate accounting and business records, and comply with all relevant reporting requirements.

### **Ethical Procurement:**

Procure raw materials and services in an ethical manner that supports sustainable business practices.

### **Confidentiality and Privacy:**

Respect and protect intellectual property rights and maintain the confidentiality of personal data, trade secrets and other proprietary information.

### **Serious about Sustainability:**

Use financial, natural, and human resources wisely without compromising the ability of future generations to meet their needs.

Commit to sustainability-oriented investments and practices.

Make continuous efforts to reduce the environmental impacts of operations by preventing unnecessary pollution and waste.

Committed to addressing climate change by implementing strategies to reduce greenhouse gas emissions.

Aim to achieve significant reductions in carbon footprint through sustainable practices and innovations.

Promote the use of renewable energy and reduce energy consumption.

Engage in initiatives and collaborations to advance environmental sustainability and resilience against climate change impacts.



This Supplier Code of Conduct supplements but does not replace specific requirements in our terms of purchase and other agreements. Unless expressly incorporated into an agreement with a supplier, it does not alter contractual terms or constitute express or implied contractual obligations. Whether a supplier meets the above expectations may affect FPS's decision to enter into or continue a business relationship.

By signing this Supplier Code of Conduct, I accept, declare, and undertake that I have read, understood and will work in accordance with the FPS Supplier Code of Conduct statement.

Company:

Authorised Representative (Name/ Surname/ Title):

Date/Stamp/Signature: