



CODE OF CONDUCT FOR SUPPLIERS OF FA-M

FAM BV is committed to complying with all applicable laws and regulations, to upholding human rights and labor standards and to protect the environment - in our own operations as well as in relation to our business partners. FAM also supports the principles of the United Nations Global Compact. We expect our suppliers to share this commitment. This Supplier Code of Conduct applies to all defines the basic requirements to meet our standards.

FAM CORE VALUES

INTEGRITY

FAM Uphold high levels of personal and professional values in all our business interactions and decisions.

ENTERPRISE

Seek and seize opportunities with speed and agility, challenging set boundaries.

RESPECT & RESPONSIBILITY

Respect for the individuals we interact with and the environment that we operate in (internally and externally) and committing to being responsible in all our actions.

EXCELLENCE

Stretch the horizons of growth for ourselves and our business through our unwavering ambition to achieve outstanding personal and business results.

FAM'S BUSINESS PRINCIPLES

The group's foundation is built on the Core Values, which guide our actions and the way we conduct our business. This is applied in our Business Principles:

HEALTH, SAFETY AND ENVIRONMENT

Health and safety are important for our employees and communities where we operate. We ensure our business operations are sustainable, by proactively addressing environmental challenges and respecting fundamental human rights, without sacrificing longterm economic value creation.

WORKING WITH LOCAL COMMUNITIES

Engaging with and contributing to local communities in a socially responsible manner wherever we operate, without compromising the benefits of any particular stakeholder.

COMPLIANCE

Comply with all laws and regulations in the countries that we operate

FAIR BUSINESS PRACTICES

Ensuring that we promote fair business practices and compete in an ethical manner

HEALTH AND SAFETY

- Comply with all applicable laws and regulations on occupational health and working safety
- Commit to continuous improvements of occupational health and safety
- Use or set up a reasonable occupational health and safety management system



HUMAN RIGHTS AND LABOR STANDARDS

- Working time: Comply with the applicable law and sector-specific labor regulations concerning working time, including overtime laws.
- Wages and benefits: Provide wages and benefits as prescribed by the respective national laws, including minimum wage legislation, and in line with existing practice in the industry and local labor markets.
- Non-discrimination and fairness: Apply the principles of equal opportunity and fair treatment. Non-tolerance of any form of discrimination or verbal or physical harassment of employees.
- Freedom of association and collective bargaining: Recognize, as far as legally permitted, the right of free association and collective bargaining of employees.
- No forced labor: non-tolerance of any form of forced labor, including forced prison labor, indentured labor, bonded labor, slave labor or any form of human trafficking
- No child labor: Comply with minimum working age requirements prescribed by national laws and international agreements.

LEGAL COMPLIANCE AND INTEGRITY

- Comply with all applicable laws and regulations, in particular:
- Prohibition of corruption and bribery: Do not engage in or tolerate any form of corruption or bribery, in particular any payment, “kickback” or other form of benefit conferred for the purpose of influencing decision making.
- Competition and antitrust: Conduct business in compliance with all applicable competition/antitrust laws and regulations.
- Conflict of interest: Avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in business dealings with FAM or third parties.
- Confidentiality: Keep FAM’s business, financial and technical data as well as business correspondence confidential; do not misappropriate FAM’s or other companies’ tangible or intellectual property.

ENVIRONMENTAL PROTECTION

- Comply with all applicable laws and regulations and international standards relating to the protection and preservation of the environment.
- Commit to continuous improvements of environmental protection.
- Use or set up a reasonable environmental management system.

SUPPLY CHAIN

Undertake reasonable efforts to encourage your own suppliers and sub-contractors to comply with the principles of this Supplier Code of Conduct.