



Metso Corporation
Supplier Code
of Conduct

October 2019



Supplier Code of Conduct

Metso strives to be the best choice for sustainable processing and flow of natural resources. We pursue to work with suppliers who are socially, environmentally and economically responsible and who share our values of customer centricity, seeking innovations, performing together and respecting each other.

Metso purchases materials, components and services on global basis. We acknowledge that our supply chain activities have a broad impact and that our responsibilities extend beyond our own operations and into those of our suppliers.

Metso's operations are guided by Metso Code of Conduct and the United Nations' Global Compact Initiative. Metso respects and supports the protection of internationally proclaimed human rights, such as those described in the United Nations (UN) Guiding Principles on Business and Human Rights and the International Labour Organization's (ILO) Declaration of Fundamental Principles and Rights at Work.

Metso expects its suppliers to make every effort to always comply with this Metso Supplier Code when dealing with Metso.



Health and Safety

Supplier shall provide a safe and healthy working environment and take all practicable steps to prevent injuries.

Supplier is encouraged to have a health and safety program appropriate in relation to the nature of business and its risks. Supplier shall provide relevant health and safety information and instructions, training, personal protective equipment and tools to its employees.

Supplier's employees shall not be under the influence of alcohol or illegal drugs while working for Metso projects.

Child and forced labour

Supplier shall not use, or support any use of, child or forced labour.

All employees are free to leave their employment upon a reasonable notice as required by the local law or contract.

Supplier shall not require employees to lodge deposits of money or identity papers with their employer.

Non-discrimination

Supplier shall treat its employees with dignity and respect. Supplier shall not discriminate its employees based on their gender, age, religion, marital status, sexual orientation, political opinion, or national or ethnic origin, or another similar characteristic.

Supplier shall not tolerate any form of harassment or discrimination, whether physical or verbal.

Wages and working hours

Supplier shall provide wages and benefits that meet or exceed the national legal standards.

Supplier shall comply with all applicable laws and regulations on working hours and maintain accurate books and records thereof.

Freedom of association

Supplier shall respect its employees' freedom of association, right to freely choose their representatives and right to collective bargaining.

Environment and climate change

Supplier is encouraged to have a systematic approach to protect the environment.

Supplier shall:

- be committed to protect the environment in accordance with the applicable laws and regulations
- continually look for ways to minimize waste, emissions and discharge of their operations, products and services
- use energy and raw materials resources efficiently
- Supplier is encouraged to determine the carbon footprint of its own operations, suppliers and products.

Anti-corruption

Metso has zero tolerance towards bribery and corruption and expects the same from its suppliers.

Supplier must never request, accept, pay or offer bribes or facilitation payments, whether directly or indirectly through a third party, to influence a business decision or to otherwise obtain a business advantage. This applies to business both in public and private sector. All gifts, entertainment and hospitality must have a legitimate business purpose and they must be acceptable under the local laws and business practices. Giving or receiving cash gifts shall not be accepted.

Metso expect suppliers to establish processes to prevent corruption, for example, by setting up an anti-corruption policy and providing relevant training to their employees.

Conflict of interest

Supplier shall avoid potential conflicts of interest involving its work with Metso. The supplier shall disclose to Metso any conflict of interest or situations giving appearance of a conflict of interest, for example, if Metso employee or his/her immediately family member:

- holds a material financial or other interest in the supplier
- holds a managerial position at the Supplier or
- works for the Supplier and such employment creates a conflict of interest or appearance thereof.



Company assets and data

Supplier shall safeguard Metso's intellectual property and data, including personal data, in accordance to all applicable laws and the contract, and shall ensure that the level of its information security is adequate to keep all such information confidential and secure.

Supplier shall not sell Metso any products which violate intellectual property rights of a third party.

Fair competition

Supplier shall compete fairly and comply with the applicable competition laws and regulations in the countries where they operate. For example, the supplier shall not enter into any agreement with its competitors to fix prices or limit the availability of products.

Trade sanctions and export control

The supplier shall not purchase materials, components, products or services from suppliers who are subject to the trade or economic sanctions imposed by the European Union, United Kingdom or the United States or by any local authorities.

Supplier shall ensure that the materials, components, products and services sold to Metso can be exported by Metso without any license. Supplier shall immediately advise Metso in advance an export license is needed.

Compliance with laws and regulations

Supplier shall be aware of, and work within the applicable laws and regulations in the countries they operate. This

includes adhering to regulatory best practices. Metso expect suppliers to be a good citizen wherever they operate.

Sub-suppliers

Supplier shall ensure that its own suppliers shall adhere to these Supplier Code of Conduct (or comparable requirements). Supplier shall evaluate and monitor its supply chain, and upon request collect relevant information to Metso regarding the supply chain's compliance of this Supplier Code of Conduct.

Monitoring and follow up

Metso encourage suppliers to implement and maintain management systems and standards and to appoint responsible company representatives who shall ensure compliance with the applicable laws and regulations, supplier's contract with Metso and this Supplier Code of Conduct.

Metso expects supplier's co-operation in verifying compliance e.g. in completing self-assessments and report granting Metso (or a third party selected by Metso) access to relevant premises and information to conduct on-site audits, including interviewing relevant supplier personnel and access to accurate and complete documentation and records.

Supplier shall cure any non-conformity identified without a delay.

Failure to comply with this Code may have negative consequences. For example, Metso may suspend or terminate its contract with Supplier.

In the event of potential misconduct, we encourage our suppliers to report to their Metso contact person or compliance@metso.com

Supplier's approval

Acknowledged and approved

Place: _____

Date: _____

Supplier name: _____

Signature: _____

Name of the signatory: _____

Supplier tax number: _____