

## Supplier Code of Conduct Policy

*The Dynamic Metals Ltd objective for corporate responsibility and business conduct is to prevent risk of illegal or immoral practices from the supply chain to protect the Dynamic group, its stakeholders and customers.*

*The Code of Conduct is a mandatory agreement, between Dynamic Metals Ltd and its suppliers.*

**Forced or Involuntary Labour:** Suppliers will not use forced or involuntary labour of any type.

**Child Labour:** No suppliers will use child labour. The term 'child' reverts to any person employed under the minimum legal age of employment in the country.

**Non-Discrimination:** Suppliers must not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, marital status, pregnancy, political affiliation or disability.

**Wages and Benefits:** Suppliers will, at a minimum, comply with all applicable wage and hour laws and regulations including those relating to minimum wages, overtime hours, piece rates and other elements of compensation and provide legally mandated benefits.

**Working Hours:** Suppliers will not exceed prevailing local work hours and will appropriately compensate over time.

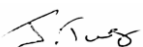
**Respect and Dignity:** Suppliers will treat all employees with respect and will not support corporal punishment, threats of violence, or other forms of physical coercion or harassment.

**Health and Safety:** Suppliers will provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, Dynamic Metals Ltd suppliers must have and implement effective programmes that encompass life safety, incident investigation, chemical safety, and ergonomics. Suppliers should strive to implement management systems to meet these requirements.

**Protection of the Environment:** Suppliers will operate in a manner that is protective of the environment. At a minimum, suppliers must comply with all applicable environmental laws, regulations, and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial waste water treatment and discharge, air emission controls, environmental permits and environmental reporting.

**Ethical Dealings:** Dynamic Metals Ltd expect suppliers to conduct their business in accordance with the highest ethical standards. Suppliers must strictly comply with all laws and regulations on bribery, corruption and prohibited business practices.

**Monitoring / Record Keeping:** Suppliers must maintain the documentation necessary to demonstrate compliance with the Dynamic Metals Ltd Supplier Code of Conduct and must provide Dynamic Metals with access to that documentation upon request.



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