



## Code of Conduct for Suppliers

Ushio is committed to conducting business in an ethical, lawful, and socially responsible manner. Therefore, we require our partners and suppliers to meet the same high standards. The Code of Conduct for Suppliers defines the basic labour standards to which all Ushio suppliers must conform.

This Code of Conduct is a fundamental part of any business that Ushio takes part in; therefore, total compliance is an obligation to any supplier wishing to form a long-term partnership with Ushio.

The supplier must inform its own suppliers and subcontractors of the contents of the Code of Conduct in a clear and understandable way, as well as ensuring compliance with the Code of Conduct. Our mandatory expectations of suppliers are

### 1. Compliance with laws and standards

The supplier promises to comply with all applicable national and international laws and standards, including the United Nations' (UN) Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

### 2. Fair working conditions

The supplier will recognise the basic rights of its employees and create fair working conditions for all employees.

### 3. Child labor

The use of child labour is strictly prohibited under the ILO Conventions, the UN Convention on the Rights of the Child, as well as national and international legislation.

### 4. Forced labor and slavery

The use of forced labour and slavery is strictly prohibited. The supplier will grant its employees the free right to termination of employment.

### 5. Illegal workers

The use of illegal workers is strictly prohibited.

### 6. Discrimination

Discrimination against employees during the recruitment and hiring process on the grounds of gender, skin colour, nationality, ethnicity, disability, political beliefs, trade union membership, religion, or sexual orientation is strictly prohibited.

### 7. Unacceptable behavior

Unacceptable behaviour towards employees that is in any way sexual, threatening, abusive, or exploitative is strictly prohibited.



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**8. Working hours**

The supplier will respect and comply with the applicable laws of the relevant country regarding maximum working hours, annual leave, and overtime.

**9. Remuneration**

The supplier will remunerate its employees adequately, comply with the applicable minimum wage legislation of the relevant country, and comply with all local wage agreements and collective agreements.

**10. Occupational health and safety**

The supplier will provide its employees with a safe place of work that poses no health risks.

**11. Environmental protection**

The supplier will conduct its business activities in an environmentally responsible manner and continually improve measures to protect the environment. Ushio recommends that the supplier creates and implements an environmental management system based on international standard ISO 14001.

**12. Business ethics**

The supplier will to conduct its business in accordance with the highest ethical standards and follow fair competition practices. In particular, the supplier will comply with legislation and regulations governing cartels and competition, and must disclose any potential conflicts of interest to Ushio.

As of: February 2024