

CODE OF CONDUCT - BUSINESS PARTNERS

Together for Sustainable Growth

This Code is not a list of obligations but an invitation to cooperate on shared values. We believe that fair, transparent, and responsible relationships form a strong foundation for long-term growth and prosperity for all involved.

Cooperation and Shared Responsibility

COREZINC considers responsible and sustainable business conduct to be an integral part of its operations. We believe that long-term partnerships are built on trust, open communication, and responsible behaviour. Our aim is to work with partners who share the same values – fairness, transparency, respect for people, and care for the environment. This Code of Conduct summarises the principles that are important to us and that we regard as the foundation of sustainable and ethical cooperation.

Ethical Business and Integrity

COREZINC values partners who conduct business with respect, honesty, and professional integrity. We expect fair behaviour, transparency in business relations, and respect for applicable laws and competition rules. COREZINC expects its business partners to:

- follow the principles of fair competition and honest trade,
- avoid any unfair practices and act openly,
- reject all forms of corruption or unethical benefits,
- maintain communication based on truth and mutual respect, and
- comply with all applicable international, national, and local laws and regulations.

Respect for People, Health, Safety and Well-Being

Our business partners are an integral part of the COREZINC value chain. We appreciate those who create fair and safe workplaces, promote equal opportunities, and protect human rights. We expect business partners to comply with all applicable legal regulations and recognised standards, particularly regarding:

- decent working conditions and fair treatment,
- protection of employees' health and safety,
- support for education, development, and dialogue with employees,
- equality, diversity, and respect regardless of origin, gender, age, or belief, and
- respect for the European Convention on Human Rights and all relevant human rights frameworks.

Environmental Responsibility and Circular Economy

COREZINC is firmly committed to contributing to environmental protection, using resources efficiently, and promoting the principles of the circular economy. In environmental matters, we share a common goal – to reduce the impact of production and support sustainable solutions. We aim to cooperate with partners who share the same values, act responsibly with resources, and seek innovative approaches to sustainability. We especially value when partners:

- comply with all applicable environmental regulations and permits,
- manage natural resources responsibly and use materials efficiently,
- support recycling, sustainable waste management, and waste prevention,
- focus on energy efficiency, reducing emissions, and minimising their ecological footprint, and
- care for the surrounding environment and community while preventing pollution and negative environmental impacts.

Information Protection and Trust

Trust is the cornerstone of every partnership. COREZINC considers the protection of confidential information and personal data a natural part of cooperation. Personal and business data must be processed only in compliance with applicable data protection laws. Confidential information may not be shared with third parties without prior written consent from authorised representatives of COREZINC. We expect the same approach from our partners – information is to be shared solely for the purpose of mutual cooperation and used exclusively for legitimate business purposes, with full respect for legal and ethical standards.

Fair Competition and Business Hospitality

COREZINC has zero tolerance for any form of bribery, corruption, or undue advantage. We expect that, just like COREZINC representatives, our business partners will avoid situations where personal interests may conflict, or appear to conflict, with professional responsibilities. Gifts, invitations, or hospitality offered within a business relationship must be of reasonable value, comply with applicable laws, and reflect normal business practice.

Responsible Partnership

COREZINC's approach is guided by internationally recognised principles. We expect our business partners to embrace similar values, maintain comparable levels of compliance in their operations, and promote these principles throughout their supply chains.

References

United Nations Global Compact

<https://unglobalcompact.org>

International Bill of Human Rights

<https://www.un.org/en/our-work/protect-human-rights>

International Labor Standards (ILO)

<https://www.ilo.org/international-labour-standards>

United Nations Convention against Corruption

<https://www.unodc.org/corruption/en/uncac/learn-about-uncac.html>

Rio Declaration on Environment and Development

https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_CONF.151_26_Vol.I_Declaration.pdf