



Forged Solutions Group Supplier Standards

As a part of Forged Solutions Group's continuing commitment to sustainable and ethical business practices, we are dedicated to working in partnership with our suppliers, contractors, consultants and others with whom we do business (collectively "Suppliers") to ensure consistency with these principles.

Although we recognise that there are different legal and cultural environments in which our Suppliers operate, we believe that these principles are common throughout the world. We have developed Supplier Standards embodying those principles to provide clarity to our Suppliers regarding our expectations.

Our Suppliers shall conduct their business with ethics and integrity. This Includes:

- Respecting local, national and international laws, including applicable norms, laws, rules and regulations such as those related to the environment, international trade, work relationships, human rights, health and safety, and antitrust.
- Conducting business ethically and in compliance with all applicable anti-corruption conventions, anti-bribery laws, rules and regulations.
- Understanding and respecting the obligations of Forged Solutions Group and its employees to comply with Forged Solutions Group's Anti-Corruption Policy including the Hospitality and Gifts provision.
- Gathering competitive information by legal means and not sharing confidential information belonging to Forged Solutions Group or others without written permission.
- Providing transparency into the supply chain, from original source to Forged Solutions Group, in accordance with applicable laws and regulations.
- Disclosing any actual or potential conflict of interest to Forged Solutions Group's management for appropriate review and disposition. Examples include, but are not limited to: an Forged Solutions Group employee or relative having an ownership of controlling interest in your business, your business employing an Forged Solutions Group of the relative of an Forged Solutions Group employee, or any other relationship between employees of both organisations that might cause an actual or potential conflict of interest.
- Representing products, services, and prices truthfully and accurately.
- Upholding fair business standards in advertising, sales, and competition.
- Conducting business with a commitment to maximum transparency consistent with good governance and commercial confidentiality.

Our Suppliers shall Operate in an environmentally responsible and efficient manner to minimise adverse impacts on the environment. This includes:

- Complying with all applicable governmental laws, regulations and rules related to the environment, including the handling of waste from operations.
- Choosing energy-efficient processes and products where available.
- Implementing available systems to reduce or eliminate waste of all types, including conservation measures and recycling, re-using, or substituting materials.
- Actively participating in the management of environmental risks, identifying hazards, evaluating risks posed by them, and implementing solutions.
- Encouraging community engagement to help foster social and economic development and to contribute to the sustainability of the communities in which they operate.
- Committing to operating a safe and healthy work environment for all employees, including a drug free and weapon free workplace.

Our Suppliers shall partner with us to create more efficient processes, technologies, ideas and products. This includes:

- Fostering disruptive innovations that provide Forged Solutions Group a competitive advantage while maintaining high standards of excellence.
- Collaborating with Forged Solutions Group on ways to increase the demand for and sales of our products.
- Facilitating our environmental and sustainability goals while achieving greater cost efficiencies.

Our Suppliers shall uphold the human rights of all individuals associated with their operations, including local communicates and workers. This includes:

- Under no circumstances, participating in human trafficking, using child labour or using forced labour such as prison labour, forcibly indentured labour, bonded labour, slavery, or servitude.
- Respecting human dignity and the rights of workers, individuals and the communities associated with their operations.
- Prohibiting any kind of corporal punishment, harassment, discrimination or abuse of applicants or workers.
- Ensuring that employee compensation meets or exceeds the legal minimum standard and fully complies with the applicable laws.



- Recognising and respecting the freedom of employees to join, or refrain from joining, legally authorised associations or organisations.
- Having an Equal Employment Opportunities (EEO) statement or Code of Conduct that does not allow discrimination on the basis of race, colour, religion, national origin, disability, sexual orientation, gender identity / expression, genetic, veteran status, sex or age (within statutory limits).

Our Suppliers shall be committed to continual improvement and excellence and shall not compromise ethics, safety, or legal obligations for the sake of profitability. This Includes:

- Maintaining a strong financial control environment and publicly disclosing, where appropriate, financial results.
- Preparing financial statements in accordance with generally accepted accounting principles.
- Keeping proper and accurate records of all business operations and transactions in accordance with applicable retention policies.
- Ensuring that quality materials and services are supplied on time and to Forged Solutions Group's specifications.
- Promptly communicating to Forged Solutions Group any internal of value chain nonconformity or other developments that may impact the Suppliers ability to provide conforming, on-time performance.
- Respecting executed agreement and contracts.
- Promptly communicating issues to Forged Solutions Group that may impact its performance, investigating to root-cause and implementing all necessary corrective actions.
- Making relevant information available upon request to those who seek to verify compliance.

Suppliers shall exhibit and drive accountability for these principles throughout their supply chains.

Reporting Concerns

To report an activity or concern (Including any suspected violation of law or these standards) please contact enquiries@forged-solutions.com.