

FosGro



Fostering Sustainable Growth

SUPPLIER CODE OF CONDUCT POLICY



Supplier Code of Conduct Policy

FosGro is committed to improving daily living by obtaining the materials needed to develop, maintain, and improve the environment in an ethical manner. We are committed to applying sustainable procurement standards when managing our relationships with suppliers and when making choices regarding our products and supply chains. We aim to deliver lasting value and potential for all of our stakeholders, including our vendors and the regions and countries where we conduct business.

Introduction:

It shall cover Our Values:

We Stand For Every decision we make is based on our values.

- I. **Safety**
Safety is never compromised. When it's unsafe, we stop working and watch out for one another.

- II. **Sincerity**
When communicating, we are open and truthful. By exchanging knowledge, fostering conversation, and soliciting criticism, we push ourselves to become better.

- III. **Simpleness**
We are productive and concentrate on what matters. We steer clear of pointless complication and seek out practical, straightforward answers.

- IV. **Integrity**
We possess the courage to uphold morality even in the face of difficulty. We follow through on our commitments and show each other respect and fairness.

- V. **Entrepreneurialism**
We embrace fresh ideas and change easily. We are constantly searching for new methods to add value and develop safer and better working practises.

- VI. **Responsibility**
We accept accountability for our deeds. To learn what people want from us, we converse with them and listen to them. We make an effort to enhance our social, economic, and environmental performance.

The goal of Fosgro is to properly source the goods that improve daily life. We are a leader in mining and other industries' internet commerce. By being involved in the commodities supply chain at every point, we fulfil our purpose. Our geographic, product, and activity diversity maximises the value we generate for our company and its wide range of

stakeholders. In order to fulfil our commitment to ethical sourcing, our suppliers are essential partners.

How we work with our Suppliers and Vendors?

Our suppliers must respect our values of safety, honesty, responsibility, openness, simplicity, and entrepreneurship as outlined in the Fosgro Code of Conduct and our Responsible Sourcing Policy. We also expect them to share our commitment to ethical, safe, and responsible business practises. Our interactions with our suppliers are important to us.

This means that:

- we take care to only work with suppliers who share our dedication to ethical business practises and conduct;
- we treat our suppliers with respect;
- we collaborate with our suppliers to help them understand our expectations;
- we are fair, open, and transparent in our dealings with them (while still protecting the nature of commercially sensitive information); and
- we don't ask our suppliers to operate in a way that puts them, or their workforce, at risk. **Who is required to follow the Code?**

When collaborating with Fosgro, we expect our suppliers to adhere to this Supplier Code of Conduct. Furthermore, we support our suppliers' efforts to establish standards for their own suppliers that are consistent with our supplier code of conduct.

Additionally, we work to give back to the areas in which we operate by helping small companies and creating job opportunities. Our procurement strategies are established locally to take into account the various operating circumstances. In the context of these procurement strategies, we collaborate with regional suppliers to clarify our requirements and improve knowledge of our expectations.

Compliance with laws

When collaborating with Fosgro, we expect our suppliers to adhere to this Supplier Code of Conduct. All applicable laws, including those governing labour rights, workplace health and safety, environmental protection, product safety, bribery and corruption, sanctions and trade controls, money laundering, competition, data protection and privacy, and the facilitation of criminal tax evasion, must be complied with by suppliers.

Communities:

We expect that all of our suppliers uphold the human rights of the people living in the communities in which they operate, including any areas where they may conduct business in communities that host Fosgro. Maintaining civil dialogue, respectful relationships and open lines of communication with regional stakeholders are part of this.

Consequences:

Fosgro takes violations of our policies and code of conduct seriously. The severity of the violation will determine the consequences, which may range from a warning to termination of employment. There can also be civil or criminal liability in some circumstances.



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