

FIELD OF APPLICATION

CURRENT METAL is the first foreign investment of Akim Metal, established in Romania in 2017, and active in the field of metal processing. The activity profile is the production of parts through cold metal processing (plastic deformation - cold pressing of metal sheets or metal grating with CNC technology) and through the injection of molten aluminum.

Since its establishment, "CURRENT METAL" has carried out and continues to carry out its activities within the principles of pioneer, leader and example.

The reputation that CURRENT METAL SRL has earned and the quality standards that it materializes through practices built on our principles and values. "SUPPLIERS SUSTAINABILITY POLICY" is the basis of the principles that determine the procedures within the activities of CURRENT METAL SRL. This policy establishes the ethical and legal standards that all suppliers must respect in all commercial practices. In case of violation of this policy, Curent Metal reserves the right to terminate the purchase.

The organization's current core principles are determined in the areas of human rights, labor, environment, and anti-corruption.

SUPPLIERS' SUSTAINABILITY EXPECTATIONS CURRENT METAL SRL

Our principles are binding on all employees, board members, suppliers, in short, all stakeholders.

This policy includes sustainability expectations from all direct and indirect (Tier 2) suppliers and sub-suppliers of CURRENT METAL. All suppliers are expected to comply with applicable laws, best practices and regulations.

SCOPE

CURRENT METAL establishes work standards and methods of behavior and requires all suppliers to apply principles related to improving the working environment for employees, supporting a cleaner environment and respecting business ethics rules to the supply chain.

CURRENT METAL expects all suppliers who deliver parts, components, subassemblies, materials, packaging and services to comply with the Supplier Sustainability Policy.

EMPLOYEES AND WORKING CONDITIONS

Suppliers are committed to protecting the human rights of workers and treating them with dignity and respect, as understood by the international community. This practice applies to all employees, including temporary, immigrant, student, contract, direct and other employees.

1. COMPLIANCE WITH THE LAW

The supplier must comply with relevant laws and regulations (processing and protection of personal data, fight against corruption, competition, environment, health and safety at work, intellectual property rights, etc.) and the scope of the contractual agreements established within the current contractual relationship.

2. WORKING CONDITIONS

Suppliers recruit their employees solely based on their qualifications and skills and make the necessary effort for their development.

2.1. Freedom to choose your workplace / Freedom to work

Forced (including slavery), involuntary servitude, or human trafficking are prohibited. This includes the removal, harboring, recruitment, transfer, or recruitment of people by threat, coercion, abduction, or fraud for labor or services. As part of the recruitment process, workers must first be provided with a written employment contract in their language that describes the terms of employment. Contractual modifications are permitted provided they comply with local laws and workers are informed. All activities of employed personnel should be consensual, and workers should be free to leave or terminate their employment at any time. Except as required by law, employers may not withhold, conceal, confiscate, or destroy employees' identity or immigration documents, such as government-issued ID cards, passports, or work permits.

2.2. Protection of young people at work

The exploitation of minors should not be used in any form. The term "minor" means any person under the age of 18. The use of legitimate on-the-job learning programs that comply with all laws and regulations for persons under the age of 18 is encouraged.

Workers (young workers) may not perform work that may endanger their health or safety, including night shifts and overtime. The Supplier shall ensure that student records are properly managed through proper maintenance, due diligence by educational partners, and protection of student rights in accordance with applicable laws and regulations. The Supplier shall provide appropriate support and training to all student workers. In the absence of local laws, the wage for student workers, interns, and apprentices shall be at least the same as that of other entry-level workers performing equal or similar work.

2.3. Working hours

The working hours cannot exceed the maximum time established by the legislation in force. In the case of overtime, the legislation in force regarding the maximum number of overtime hours will be respected. The employee will benefit from days off according to the legislation in force.

2.4. Payment conditions and salary rights

Employee compensation will comply with all applicable wage laws, including minimum wage, overtime, and statutory benefits. Employees will be paid for overtime at higher than normal hourly rates, in accordance with local laws. As a disciplinary measure, no deductions from wages may be made outside the limits of law, contracts, and collective bargaining agreements. For each pay period, employees will be provided with a timely and understandable wage statement that contains sufficient information to justify fair compensation for work performed. Any use of temporary labor will be within the limits of applicable laws.

2.5. Human rights

There should be no harsh or inhuman treatment, including any form of sexual harassment, sexual abuse, corporal punishment, mental, physical or verbal abuse of workers; nor should there be any threat of such treatment. Disciplinary policies and procedures supporting these requirements should be clearly defined and communicated to employees.

2.6. Anti-discrimination

Supplier companies must implement and enforce an anti-discrimination policy. There should be no discrimination based on race, age, sex, sexual orientation, gender identity and expression, ethnic or national origin, disability, pregnancy, religion, political affiliation, union membership or marital status. In addition, workers or potential workers should not be subjected to medical tests or physical examinations that could be used in a discriminatory manner (e.g. pregnancy tests, etc.).

2.7. Freedom of association

Subject to local laws, suppliers will respect the right of all employees to form and join unions of their choice, to engage in collective bargaining, and to participate in peaceful assembly, as well as the right of workers to

refrain from such activities. Employees and/or their representatives must be able to communicate openly and share ideas and concerns with management regarding working conditions and management practices, without fear of discrimination, retaliation, or intimidation.

2.8. Fulfilment of Social Responsibility Requirements

The Supplier shall comply with Curent Metal's Inclusive Social Responsibility Policy (CSR), which follows a holistic approach in line with the Women's Empowerment Principles (WEPs) and the Sustainable Development Goals (Agenda 2030, SDGs 5, 8, 10, 12 and 17), in order to contribute to a fair and inclusive economy.

3. HEALTH AND SAFETY

Suppliers recognize that, in addition to minimizing occupational accidents and illnesses, a safe and healthy work environment increases the quality of products and services, the consistency of production, and the involvement and morale of employees. Suppliers also recognize that ongoing employee training is essential to identifying and addressing health and safety issues in the workplace. Recognized management systems, health and safety standards, such as ISO 45001, have been used as references in the preparation of this policy and may be a useful additional source of information.

3.1. Health and safety at work

Occupational health and safety risk analysis (e.g. chemical, electrical and other energy sources, fire, vehicles and fall hazards) should be defined, assessed and controlled through design, technical and administrative controls, preventive maintenance and repair procedures. safe operation. Occupational health and safety training should be implemented. Where hazards cannot be adequately controlled in these ways, workers should be provided with appropriate and maintained personal protective equipment and training materials on the risks associated with these hazards. Reasonable measures should be taken to remove pregnant women/breastfeeding mothers from high-risk working conditions, to eliminate or reduce risks to health and safety at work, including those related to work tasks for pregnant and breastfeeding mothers.

3.2. Plans

Potential emergencies and events should be identified and assessed, and their impact should be minimized by implementing emergency plans and response procedures, including:

- Emergency reporting,
- Employee reporting and evacuation procedures ,
- Employee training and exercises,
- Adequate fire detection and extinguishing equipment ,
- Open and unobstructed outlet
- Adequate evacuation and rescue plans.
- And these plans and procedures should focus on minimizing damage to life, the environment and property,

3.3. Work accidents and occupational diseases

There should be procedures and systems in place for the prevention, management, monitoring and reporting of occupational accidents and diseases, including provisions for:

- Promoting employee reporting: classifying and recording cases of injuries and illnesses.
- Providing necessary medical treatment: taking corrective measures to investigate cases and eliminate their causes and facilitate workers' return to work.

3.4. Harmful factors

Workers' exposure to chemical, biological and physical agents should be determined, assessed and controlled in accordance with applicable legislation. Potential hazards should be eliminated or limited by appropriate design, engineering and administrative controls. When hazards cannot be adequately controlled in these ways, appropriate and well-maintained personal protective equipment should be provided and used. Prevention programmes should include educational materials about the risks associated with these hazards.

3.5. Prolonged physical exertion

Workers' exposure to the hazards of physically demanding tasks, including manual handling of materials and heavy or repetitive lifting, prolonged standing and highly repetitive or demanding assembly work, should be identified, assessed and controlled.

3.6. Equipment and safety measures

Production equipment and machinery will be assessed to determine the risk of injury. Physical guards, locks, and barriers must be provided and properly maintained where equipment can cause injury to workers.

3.7. Employee facilities

Employees will be provided with access to clean toilets, drinking water and storage facilities for personal belongings and food. Provided that the spaces provided by the supplier are clean, have all security measures and are provided with adequate emergency exits, adequate lighting, heating and ventilation.

3.8. Health and safety communication

The supplier must provide workers with appropriate occupational health and safety information and training in the worker's language or a language the worker can understand for all identified workplace hazards to which they are exposed, including but not limited to mechanical, electrical, chemical, fire. All employees should be trained periodically. Workers should be encouraged to voice their safety concerns.

4. Environmental protection

Suppliers recognize that environmental responsibility is an integral part of producing world-class products. In manufacturing operations, adverse impacts on society, the environment and natural resources should be minimized while protecting public health and safety. Recognized management systems, such as ISO 14001, have been used as a reference in the preparation of procedures and can be a useful source of additional information. Action should be taken to ensure that environmental aspects and impacts are prevented at source in all their processes throughout the life cycle.

4.1. Environmental permits and reporting

All necessary environmental permits, approvals and registrations must be obtained, updated and operational and reporting requirements must be met.

4.2. Preventing pollution and reducing resource use

Emissions and discharges of pollutants and the generation of waste shall be minimized or eliminated at source or by practices such as the addition of pollution control equipment, modification of production processes, maintenance and facilities, or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, shall be conserved by practices such as modification of production processes, maintenance and facilities, substitution of materials, reuse, conservation, recycling, or otherwise.

4.3. Hazardous substances

Chemicals and other materials harmful to humans or the environment must be identified, labeled and managed to ensure their safe use, movement, storage, utilization, recycling or reuse and disposal.

4.4. Solid waste

The supplier must apply a systematic approach to identify , manage, reduce and responsibly dispose of or recycle solid (non-hazardous) waste.

4.5. Atmospheric emissions

Atmospheric emissions of volatile organic chemicals, aerosols, abrasives, particulates, ozone-depleting chemicals and combustion by-products are routinely identified, monitored, controlled and processed as necessary before discharge. The Supplier will regularly monitor the performance of air emission control systems. The Supplier will consider the principles of the transition to a low-carbon economy in its investments and machine choices to combat the climate crisis.

4.6. Company chemical compliance specifications

Suppliers must comply with all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of certain substances in products and production, including labeling for recycling and disposal. Supplier must comply with all applicable laws, regulations, customer requirements, and company procedures regarding the prohibition or restriction of hazardous chemicals that may be used in materials, parts, components of products.

4.7. Water management

Supplier will implement a management program that documents, characterizes, and monitors water sources, use, and discharge. Look for opportunities to conserve water and verify for polluting leaks. All wastewater must be characterized, monitored, controlled, and appropriately treated prior to discharge or disposal. Supplier provides routine monitoring of the performance of wastewater treatment and retention systems to ensure optimal performance and regulatory compliance.

4.8. Climate change

Energy consumption and all associated greenhouse gas emissions should be monitored and documented at the facility and/or enterprise level. In light of climate change, suppliers should seek sustainable ways to improve energy efficiency and minimize energy consumption and greenhouse gas emissions.

5. ETHICS

To fulfill their social responsibilities and achieve success in the marketplace, suppliers and sub-suppliers must maintain the highest ethical standards, including:

5.1. Business integrity

The highest standards of integrity must be maintained in all business interactions. Suppliers will have a zero-tolerance policy to prohibit all forms of bribery, corruption, extortion and embezzlement. The supplier's primary responsibility should be to prevent the benefits of our business relationship from conflicting with any direct and/or indirect personal benefit.

5.2. Conflict of interest management

Suppliers' employees must avoid conflicts of interest in the workplace. Suppliers and their employees take the necessary measures to ensure that their relationship with the company does not conflict with their personal interests and the supplier's responsibilities to Curent Metal, in accordance with the rules specified by Curent Metal.

5.3. Undue Gains , Gifts and Entertainment

Bribery or any form of unfair advantage is not promised, offered, authorized or accepted. This prohibition covers the promise, offering, authorization, giving, offering, offering or accepting anything of value, directly or indirectly, through a third party, to obtain or retain business, to do business directly with anyone or to obtain an improper advantage. Monitoring and enforcement procedures will be implemented to ensure compliance with anti-corruption laws. All forms of extortion are prohibited.

5.4. Disclosure of information

All business transactions must be conducted in a transparent manner and accurately reflected in the supplier's records. Information regarding suppliers' workforce, health and safety, environmental practices, business operations, structure, financial position and performance will be disclosed in accordance with applicable regulations and industry practices. Falsification of records or misrepresentation of supply chain conditions or practices is unacceptable.

5.5. Intellectual property

Intellectual property rights must be respected. The transfer of technology and know-how will be done in a way that protects intellectual property rights, and customer-supplier information should be protected.

5.6. Fair trade, advertising and competition law

Fair competition is encouraged and all suppliers must act in accordance with competition law. Fair trade, advertising and competition standards must be maintained. In an antitrust or counterfeit business structure, local laws must be followed.

5.7. Identity protection

Suppliers must have a process in place to encourage and protect employees who raise concerns without fear of retaliation.

5.8. Responsible sourcing of minerals and other trade restrictions

Suppliers must comply with international requirements regarding trade restrictions, such as export controls, boycotts, anti-corruption and customs laws and undertake to act in accordance with these regulations (e.g. minerals such as tungsten (W), tantalum (Ta), tin (Sn), gold (Au), etc.). Suppliers must ensure that the supply chain of goods is not subject to restrictions and will provide customers with the necessary information upon their request.

5.9. PRIVACY

Suppliers must commit to maintaining reasonable expectations regarding the privacy of personal information of everyone with whom they do business, including customers, consumers, and employees. Suppliers must comply with information privacy and security laws and legal requirements when personal information is collected, stored, processed, transmitted, and shared.

6. MANAGEMENT SYSTEMS

Suppliers must adopt or establish a management system whose scope is the content of this policy. The management system must be designed to provide:

- Compliance with applicable laws, regulations and customer requirements regarding the supplier's operations and products,
- Compliance with this policy,
- Identify and mitigate operational risks associated with this policy.

- It should also facilitate continuous improvement.

6.1. Company commitment

There must be corporate environmental and social responsibility policy statements approved by the supplier's senior management and published in the local language at the facility, confirming the commitment to compliance and continuous improvement.

6.2. Management responsibility

The supplier clearly identifies top management and company representatives responsible for ensuring the implementation of the management systems and related programs. Top management regularly reviews the status of the management system.

6.3. Legal and customer requirements

The process of identifying, monitoring and understanding applicable laws, regulations and customer requirements, including these policy requirements.

6.4. Risk assessment and management

The supplier must implement a process to identify legal compliance, environmental, health and safety, and employee practices and ethical risks related to its operations. Implement appropriate procedural and physical controls to determine the relative importance of each risk and to control the risks identified and ensure regulatory compliance.

6.5. Improvement goals

There should be written goals, objectives and implementation plans to improve the supplier's social and environmental performance, including periodic assessment of the supplier's performance in meeting the goals

6.6. Education

Establish appropriate programs to train managers and employees to implement supplier improvement policies, procedures and objectives and meet applicable legal and regulatory requirements.

6.7. Communication

The supplier must have a process for communicating clear and accurate information about its policies, practices, expectations and performance to employees, suppliers and customers.

6.8. Workers' opinion, participation and complaints

Suppliers must plan processes, including implementing an effective grievance mechanism, to ensure that employees understand violations of the practices and conditions covered by this policy and to encourage continuous improvement.

6.9. Inspections and assessments

Periodic review to ensure compliance with legal and regulatory requirements, the content of this policy and agreements with customers regarding social and environmental responsibility.

6.10. Corrective action process

It should plan a process for timely correction of deficiencies identified through internal or external assessments, inspections, reviews, and audits.

6.11. Documents and records

The creation and maintenance of documents and records, including customs documents, economic sanctions and financial responsibilities, should be properly maintained to ensure legal compliance and compliance with business requirements, as well as adequate confidentiality to maintain confidentiality.

6.12. Supplier liability

The process of communicating these policy requirements to suppliers and monitoring supplier compliance with the policy must be planned.