



RELIABLE • COMMITTED • SAFE

SUPPLIER CODE OF CONDUCT



REFCONSERV.COM





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RCS SUPPLIER CODE OF CONDUCT

- RCS is committed to conduct business with honesty and integrity. We expect nothing less from you. RCS has an ambition to be seen as the best refractory repair and installation services provider company in the world by all our stakeholders. And we deeply care about how we get there. The purpose with this document is to provide guidance and support for our suppliers.
- RCS is responsible for developing and ensuring compliance with the RCS Supplier Code of Conduct. The RCS Supplier Code of Conduct applies to all persons or legal entities that provide the RCS with products and/or services. Such person or legal entity is hereafter called the “Supplier.”
- The RCS Supplier Code of Conduct also applies to all persons or legal entities that provide the Supplier with products and/or services intended for RCS. As a supplier to RCS, you have the responsibility to ensure that also your suppliers comply with the RCS Supplier Code of Conduct.
- RCS will ensure that personnel working on behalf of RCS receive the adequate information and training needed to adhere to applicable RCS management systems.
- RCS will make sure that disciplinary measures, for example contract termination, are taken against those Suppliers who violate the RCS Supplier Code of Conduct and that reporting of conduct which is in conflict with applicable laws or regulations is made to the affected governmental authorities.
- The Supplier Code of Conduct, your contractual obligations vis-à-vis us, together with all relevant laws, regulations and standards establishes the minimum requirements in order for you to conduct business with RCS. By your acceptance of this Supplier Code of Conduct, it is understood that all current and future contractual agreements between you and RCS incorporates the RCS Supplier Code of Conduct.

RESPECT FOR PEOPLE AND HUMAN RIGHTS

RCS has a zero-accident target and zero tolerance for breaches of human rights and forced labor. We expect all of our suppliers to adhere to similar standards and to conduct their business ethically and act as responsible employers.

HUMAN RIGHTS

- As a supplier to RCS, you shall
 - Respect human rights as defined in the United Nations Global Compact.
 - Obey the laws and regulations which are in force in the countries in which you operate.
 - Not tolerate or use child labor or forced labor.
 - Respect the rights of your employees to freely associate and to negotiate collective agreements.
 - Ensure that your employees' total working hours do not exceed applicable legal requirements in the country of operations.
- Make sure your employees are free to leave their employment after providing a reasonable notice as Required by national law or employment contract.
 - Provide a non-discriminatory workplace, offering all individuals equal opportunities regardless of gender, nationality, religion, age, ethnic background or other distinctive characteristics.
 - Treat your employees with respect and dignity. Corporal punishment, physical or verbal abuse, or other unlawful harassment and any threats or other forms of intimidation are prohibited.

LABOR CONDITIONS

As a supplier to RCS, you will

Offer your employees fair and reasonable working conditions.

- Make sure your terms and conditions of employment, which are offered to your employees, must be easy to understand and must comply with the minimal requirements according to national law and/or collective bargaining agreements as well as relevant ILO Conventions.
 - Strive to pay fair wages and benefits in conformity with the relevant norms in the
 - Countries in which you operate.
- Provide your employees with appropriate health and safety information and training.
 - Ensure appropriate organizational structures and procedures are available for efficient health and safety risk management

HEALTH AND SAFETY

You shall offer your employees a safe, secure and healthy working environment. In particular, you will

Conduct regular reviews of the working environment and take relevant corrective actions.

GOOD BUSINESS ETHICS

RCS has zero tolerance for corruption and expects the same of its suppliers. As a Supplier, you are expected to exhibit honesty and integrity in your interactions with RCS and other customers, suppliers, business partners, organizations and governmental authorities. You shall conduct your business in an ethical manner. You will

- Comply with RCS's zero tolerance for corruption.
- Adhere to anti-trust and other competition laws.
- Protect all confidential information provided by RCS.

RESPECT FOR THE ENVIRONMENT

RCS's Founded in 2007 as Refractory Construction Services Co., LLC with singular focus on providing refractory repair and installation services, RCS has evolved into a premier provider of integrated project solutions. By adding specialty welding/mechanical expertise and expanding our soft craft offerings to include scaffolding and insulation/abatement, RCS has become a multi-tool option for turn-key project needs.

- Comply with applicable laws and regulations in the country where products or services are delivered.
- Maintain an environmental management system.
- Ensure appropriate organizational structures and procedures are available for efficient environmental risk management.



CONFLICT MINERALS AND RESOURCES

RCS is determined to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and conflict minerals. As a supplier to RCS, you are Expected to not deal in “Conflict minerals and natural resources.”

COMPLIANCE

RCS reserves the right to verify your compliance with the RCS Supplier Code of Conduct.

- You are required to report any noncompliance with the RCS Supplier Code of Conduct to RCS.
- Upon request, you will fill in the necessary self-assessments or third-party assessments needed to verify your compliance.
- You are to maintain records of necessary verifying documentation and provide them upon request to RCS (or a third party authorized by and acting on RCS’s behalf).
- You must allow RCS or an authorized third-party access to inspect and audit your facilities. Reasonable notice in advance will be provided and the inspections will be conducted at RCS’s own expense.
- If you are found not to be in compliance with the RCS Supplier Code of Conduct, RCS may provide you an opportunity to take the necessary corrective actions.
- If you are found not to be in compliance with the RCS Supplier Code of Conduct, RCS may take appropriate measures, for instance contract termination, and making a report of the conduct which is in conflict with applicable laws to the appropriate governmental authorities.



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Supplier	
Designation & Signature	