

FICOSA RESPONSIBLE SOURCING POLICY



FICOSA

PURPOSE & SCOPE

As a member of the United Nations Global Compact since 2002, FICOSA act in compliance with social, environmental and ethical principles such as those identified in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the ILO core conventions, and the 2030 UN Sustainable Development Goals (SDGs), among others.

This FICOSA Responsible Sourcing Policy aligns with our values, Code of Ethics, and business policies covering diversity, environment, health, safety and employee relations. The policy also reflects sustainability guidelines, principles and standards for supplier´s business decisions and supplier management.

The Responsible Sourcing Policy applies to all FICOSA Business Partners over which FICOSA has management control. We develop and maintain ethical and sustainable relationships with our suppliers and supply chain partners in order to achieve mutual benefits and meet our stakeholders' requirements. In this way, we carefully consider our suppliers' performance, commitment and continuous improvement when selecting and collaborating with them.

FICOSA BUSINESS PARTNER CODE OF CONDUCT

FICOSA wants to ensure its suppliers and business partners to operate in line with the company's sustainability principles and respect the Universal Declaration of Human Rights and environmental protection. The preservation of human rights requires respect for ethical rules by everyone. Building strong responsible supply chains is an important focus for us. We require our suppliers, when working with FICOSA, to act in a manner consistent with the FICOSA Business Partner Code of Conduct. Additionally, we encourage our suppliers to set expectations for their own suppliers that align with the FICOSA Business Partner Code of Conduct.

DECARBONIZATION PLAN

In line with our core international environmental commitments, FICOSA is working to reduce the CO2 emissions associated with its manufacturing processes and throughout the value chain. We aim to reach Net Zero for Scopes 1 and 2 by 2030 and for Scope 3 by 2050.

Our business partners are critical to help FICOSA reach its sustainability targets, including reduced carbon footprint and increased recycled material content in our products.

Suppliers should conduct a full GHG emission inventory - scope 1, 2 and 3 - to focus their efforts on reducing carbon emissions, carbon footprint and becoming carbon-neutral.

ESG REQUIREMENTS FOR SUPPLIERS

The awareness and training for suppliers about ESG criteria is important for the responsible management of the value chain.

Our ESG requirements questionnaire form an important part of the sourcing process and we evaluate new and existing suppliers' performance. We identify potential high risk areas, encourage our supplier network, and work closely with the relevant suppliers in order to be able to react resiliently and efficiently to any change in the market.

FICOSA continuously review and improve our management systems, processes, and tools to implement best practice and promote sustainability in our value chains.

1. RELATED DOCUMENTS

- [General Purchasing Conditions](#)
- [Supplier Quality Manual](#)
- [FICOSA Business Partner Code of Conduct](#)
- [Code of Ethics](#)

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