

Social Accountability Code of Conduct for Suppliers

Introduction

At Metal Resource Solutions, Inc., we are committed to conducting our business in a socially responsible and ethical manner. We believe that our suppliers play a crucial role in upholding these values. This Social Accountability Code of Conduct outlines the principles and standards we expect our suppliers to adhere to in their operations. By signing this Code of Conduct, you acknowledge your commitment to meeting these expectations and working collaboratively to achieve responsible and sustainable business practices.

1. Legal Compliance

1.1. Suppliers shall comply with all applicable laws and regulations in their respective regions and at their facilities, including but not limited to labor, environmental, health, and safety laws.

2. Labor and Human Rights

2.1. No forced labor: Suppliers shall not use forced or compulsory labor in any form, including prison labor, debt bondage, or human trafficking.

2.2. Child labor: Suppliers shall not employ child labor as defined by the International Labour Organization (ILO) standards and local laws.

2.3. Non-discrimination: Suppliers shall treat all employees with fairness and respect, regardless of race, gender, religion, age, disability, sexual orientation, or nationality.

2.4. Freedom of association: Suppliers shall respect the rights of employees to join or form labor unions or worker associations and engage in collective bargaining where permitted by law.

2.5. Working conditions: Suppliers shall provide safe and hygienic working conditions, including access to clean water, adequate ventilation, and proper lighting.

2.6. Fair wages and benefits: Suppliers shall pay employees at least the minimum wage required by local laws and provide legally mandated benefits.

3. Environmental Responsibility

3.1. Environmental laws and regulations: Suppliers shall comply with all applicable environmental laws and regulations and obtain the necessary permits for their operations.

3.2. Resource conservation: Suppliers shall strive to minimize waste generation, promote recycling, and conserve natural resources, including energy and water.

3.3. Pollution prevention: Suppliers shall take measures to prevent pollution, reduce emissions, and manage hazardous substances safely.

4. Ethical Business Practices

4.1. Bribery and corruption: Suppliers shall not engage in bribery, corruption, extortion, or any other unethical business practices. This includes offering or accepting gifts or incentives that could compromise integrity.

4.2. Conflict minerals: Suppliers will demonstrate compliance to the principles and objectives of the laws and rules relating to conflict minerals, including the United States Securities and Exchange Commission's final ruling on conflict minerals pursuant to Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, which requires assessment, reasonable country of origin, and reporting for issuers whose products contain conflict minerals.

4.3. Fair competition: Suppliers shall compete fairly in the marketplace, adhering to antitrust and competition laws.

5. Transparency and Reporting

5.1. Suppliers shall maintain accurate records of their business activities and make appropriate and applicable documents available for review by Metal Resource Solutions, Inc., upon request.

5.2. Suppliers shall promptly report any violations of this Code of Conduct, ethical concerns, or potential breaches of the law to Metal Resource Solutions Inc.

6. Continuous Improvement

6.1. Suppliers shall continuously strive to improve their social and environmental performance, working toward the highest standards of social responsibility.

7. Compliance and Monitoring

7.1. Metal Resource Solutions, Inc., reserves the right to conduct audits and assessments of supplier facilities to ensure compliance with this Code of Conduct.

7.2. Non-compliance with this Code of Conduct may result in corrective action requirements, suspension, or termination of the supplier relationship.

Signature

By signing below, the supplier acknowledges that they have read and understood this Social Accountability Code of Conduct and commit to abiding by its principles and standards.

Supplier's Name: _____

Signature: _____ Date: _____

Metal Resource Solutions Inc., Representative: _____

Signature: _____ Date: _____

Thank you for your commitment to upholding ethical and socially responsible business practices. We look forward to a productive and responsible partnership.