



FÉMALK

Sustainability in the supply chain

Our goals

Seventy percent of our CO₂ emissions come from Scope 3, and within Scope 3, 95% of the emissions are attributable to the aluminum used in production.

Therefore, in the first phase we have defined specific KPI values for our aluminum suppliers. Our expectation is that for secondary raw materials (46000, 47100) the carbon footprint should be below 2.5 kgCO₂eq/kgAl, while for primary raw materials (44300, 43400, 42400, 43500, 51500) this value should be below 5 kgCO₂eq/kgAl.

For other auxiliary material suppliers, we have started mapping their carbon footprint. Our goal is to define KPI values regarding the carbon footprint for auxiliary material suppliers as well by the end of 2027.



Sustainability in the supply chain

The aim of our Company is to ensure the high quality and competitiveness of our products and services, and we are constantly working to optimize our environment, processes and products. FÉMALK Zrt. is committed to the goal of sustainability. We believe it is important that the performance of our suppliers should continuously improve in terms of sustainability, so we expect our partners and suppliers to comply with our guidelines. Furthermore, any matters not regulated here are subject to the General Terms and Conditions (GTC) of FÉMALK Zrt. and our concluded contracts.



Sustainability expectations for our suppliers:

- The supplier should guarantee that its pre-contract declarations are truthful.
- The products/services to be delivered should meet the applicable environmental, legal, statutory and regulatory requirements.
- The supplier must be committed to environmental and social engagement.
- The supplier should be aware of the statutory requirements applying to “conflict minerals” and “REACHes” and should observe these. In addition, it should do its best to avoid using these raw materials.

We verify the achievement of the objectives set out in our policy by auditing each new supplier. During the supplier evaluation audit, the criteria are evaluated on a scale from 1 to 5. In cases where a score of 1 or 2 is given, we immediately require the supplier to implement corrective actions.

Sustainability in the supply chain

FÉMALK Zrt. stands up for human rights in every case, for the prohibition of:

- modern slavery (i.e. slavery, servitude, forced labour and human trafficking);
- child labour;
- discrimination, harassment, physical violence;
- corruption, bribery, fraud, embezzlement, money laundering;
- conflict of interest and prohibition of insider trading;
- unfair market competition;
- illegal trust and cartel activity;
- political position;

and ensures:

- to apply equal pay and benefits for equal work – in compliance with local legislations;
- the allocation of working time according to legislations;

- safe and healthy working conditions;
- the right to association and freedom of collective bargaining;
- data protection and data security;
- reporting any abuse and protection against retaliation.

Our sustainability expectations are:

- reduction of greenhouse gas emissions;
- energy efficiency;
- effort to use renewable energy;
- soil and water protection, sewage and rainwater drainage;
- air quality protection;
- responsible chemical handling;
- sustainable resource management;
- waste management;
- responsible supply chain management;

and we expect our suppliers to demonstrate a similar attitude concerning the points listed above!

Ethical operation

Ethical operation and combat against corruption

Our reputation is extremely important for our Company's continuous present and future. This is one of the reasons why our customers set up a business relationship with us, and why we keep attracting talented people to our organization. Our Code of Ethics and Conduct includes the description of ethical business operations.

Our Company is politically independent, not committed to any party, politician, or representative. Accordingly, we have not provided direct or indirect financial or in-kind support or contribution to any political party, representative or politician. In addition to our internal policies, our ethical operation is based on compliance with the relevant Hungarian and international legislation, primarily the statutes of the European Union.

If our employees notice any case of violation, they can report it confidentially and without retribution, personally or by phone or email. We take all report seriously, and investigate them.



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Our policies apply to the entire integrated chain of suppliers.