



Code of Conduct

AF Minerals Ltd is a global leader in producing additives for metallurgical and other industrial applications, specializing in steel desulfurization and high-performance additives for non-ferrous Metallurgy, Abrasives, and Welding fluxes.



We provide cost-efficient, high-quality solutions innovatively designed to reduce material consumption, improve production processes, extend refractory life, and significantly decrease CO2 emissions. Through our unwavering commitment to research and development, we not only ensure top-tier product quality but also drive sustainability in our industries, championing a greener future.

Labour and Human Rights

AF Minerals holds a deep commitment to upholding human and labor rights. We extend this commitment to our suppliers, expecting them to align with and uphold these values as well.

Non-discrimination:

Suppliers cannot discriminate in hiring, pay, promotion, or termination based on age, disability, race, gender, and other protected characteristics.

Anti-Harassment and Abuse:

Suppliers must maintain a workplace free from all forms of harassment and abuse.

Forced and Child Labor:

Suppliers must not use forced or child labor.
Suppliers shall not be complicit with any form of slavery or human trafficking.

Working Conditions:

Suppliers must follow local laws regarding working hours, wages, and benefits.

Freedom of Association:

Workers should be free to join associations or engage in collective bargaining.

Health, safety and environmental Protection

Suppliers must make sure that the workplaces they provide are safe and healthy for workers. They also have a responsibility to take care of the environment for the benefit of everyone.

Worker Safety:

Suppliers must find and manage any dangers to the health and safety of workers.

They need to give workers the right protective gear and teach them how to use it. Also, they must have plans for emergencies and ways to fix problems. Following the REACH regulation is a must when needed.

Environment and Energy:

Suppliers must have systems to handle waste, air pollution, and water discharges safely. They need to get and keep all the necessary permits for the environment.

Suppliers are encouraged to use energy, water, and materials carefully. Talking openly about product changes and finding eco-friendly alternatives is something we expect them to do.

Business Ethics

Business Integrity

Suppliers shall not be involved in corruption, extortion, embezzlement or bribery. Suppliers shall abide by all applicable anti-corruption laws and regulations of the countries in which they operate.

Disclosure of Information

Suppliers must accurately record and disclose information regarding their business activities, labor practices, health and safety standards, and environmental practices to all relevant parties.

Protection of Intellectual Property and Confidential Information

Suppliers are obligated to respect intellectual property rights and safeguard customers' confidential information.

Data Protection

Suppliers must ensure compliance with data protection laws, especially the General Data Protection Regulation (GDPR) where applicable.



Conflicts of Interest

A conflict of interest arises when a supplier's employee has a close relationship with an AF Minerals employee who can influence decisions affecting the supplier's business.

Suppliers should avoid conflicts of interest and the appearance thereof. Any conflicts or potential conflicts must be declared to AF Minerals.

Acknowledgment

We, the undersigned, hereby CONFIRM that we understand and accept the content of this Code and are committed to fully complying with it.