

Introduction

Metaltech Precision was established on the 13th of December 1999 and over the last 23 years has grown into one of the largest sub-contract engineering companies within the Southwest of England.

Throughout this time Metaltech has earned the reputation for integrity, fair dealing, and ethical behaviour.

Metaltech is determined that it preserves this reputation and that, wherever it does business locally or around the world it exerts a positive influence and has a positive impact.

Metaltech expects the same high standards from its suppliers. As such, as a condition of being a supplier to Metaltech, you must adhere to the following core values and require your own supply chain to adhere to them too.

Core Values

As a supplier to Metaltech, you and anyone working on your behalf, must:

- comply with all applicable laws, international, national and local;
- treat others with trust, dignity and respect and without discrimination on the basis of race, gender, nationality, religion, sexual orientation, disability or age;
- operate a zero tolerance policy to extortion, bribery, and corruption and never offer, pay, solicit or accept bribes in any form.
- declare to Metaltech any conflicts of interest that may affect business with Metaltech;
- reduce health and safety risks associated with your business to a level as low as reasonably possible;
- ensure you are not complicit in any human rights abuses;
- uphold freedom of association and the effective recognition of the right to collective bargaining, free from interference, discrimination, retaliation or harassment;
- never use child, compulsory or forced labour or any other form of slavery or servitude and diligently ensure that your supply chain does not use such practices; including by terminating with immediate effect any of your suppliers who are found to have or are suspected of having such practices;
- have a good awareness of, and maintain robust processes and procedures to ensure you comply with, all applicable environmental laws, regulations and codes of practice; and
- in all other respects, conduct your business with integrity, fairness and in good faith.

Principles Based Approach

You should refer to the principles set out in this Supplier Code of Conduct when ethical and compliance issues arise. Each of the principles in this Supplier Code of Conduct is fundamental to how Metaltech does business. However, this Supplier Code of Conduct cannot anticipate every possible instance in which an ethical issue may arise, and so it aims to reinforce the ethical and responsible way in which Metaltech expects you to conduct your business and the integrity, honesty and transparency which is required in your operations.

Metaltech will be entitled to terminate any contract with you immediately if it reasonably believes you have failed to adhere to either the letter or spirit of this Supplier Code of Conduct.