



Magal Engineering Supplier Code of Conduct

As a global company we seek to be a good corporate citizen in our dealings with customers, suppliers, employees and the communities where we are based across the world. In order to ensure alignment across the supply chain, Magal expects its suppliers to adopt similar principles.

To clarify what we expect from our suppliers, we have developed a Supplier Code of Conduct to specify what behaviours, practices and regulations we expect to see demonstrated and complied with. It is based on the policies used for our own practices.

The Code of Conduct sets out the minimum standard of business behaviour expected of the suppliers so that they act in a way that is ethical, corporately responsible and aims to ensure compliance with applicable laws and regulations. Please read and sign this document and return to Mark.pugh@magal.co.uk

Ethical Dealings

Suppliers to Magal Engineering must not offer gifts or favours to Magal employees that may be seen as an attempt to influence business decisions. All suppliers must conduct their business to a high ethical standard and comply with the relevant legislation on bribery, corruption and prohibited business practice.

Health, safety and Environment

Magal Engineering Ltd supplier will make proper provision for the health, safety and welfare of their people, visitors and contractors and those in the community who may be affected by their activities. A safe and hygienic working environment should be provided and best occupational health and safety practice promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Suppliers are encouraged to implement a health and safety management system such as Occupational Health and Safety Assessment Series (OHSAS) 18001.

Suppliers will care for the environment through a commitment to good environmental practices. They are expected to implement an appropriate environmental management system comparable with requirements of ISO 14001 and are encouraged to gain third party certification.

Health, Safety and Environmental risks shall be assessed and appropriate controls put in place.

Employee involvement

Magal Expects suppliers to develop constructive relationships with employees and employee representatives and to recognise the rights of individuals to join trade unions or not.

Suppliers are expected to observe the legislation in each country regarding collective representation.

Diversity and equality

Suppliers should aim to provide equality of opportunity and treatment regardless of race, colour, gender, religion, nationality, sexual orientation, age or disability. Suppliers are expected to support equal pay for work of equal value. Suppliers must oppose discrimination or intimidation towards employees including all forms of threats or physical and psychological abuse.

Pay and benefits

As a minimum, Magal expects suppliers to comply with all national regulations on pay and benefits. These should be sufficient to meet basic needs of workers and their families.

Working hours

Magal suppliers are expected to comply with national regulations on working hours.

Employees should have annual leave provision and be permitted at least one non-working day per seven days on average.

Forced or involuntary labour

Magal believes that employment should be freely chosen and therefore expects suppliers must refrain from using any form of forced, involuntary or debt bonded labour.

Child labour

Magal is opposed to the use of any form of child labour or practices that inhibit the development of children, Suppliers must comply with all child labour laws and should not employ anyone under the age of 15, or where it is higher the mandatory school leaving age in the local country.

Proprietary information

Any information you receive through business dealings with Magal must be kept confidential and never used for personal gain. This includes both commercial and technical information. Appropriate non-disclosure or confidentiality agreements are and will continue to be used to formalise the process of protecting propriety information. Refer to the Magal terms of business between our respective organisations or existing non-disclosure agreements for details on obligations relating propriety and confidential agreements.

Communications

Suppliers must make the Magal Code of Conduct available to employees in the native language(s) of the employees and supervisors.

Monitoring/record keeping

Suppliers must ensure that documentation is kept to demonstrate compliance with the Magal Code of Conduct and must provide access to that documentation upon request from Magal.

Supplier selection

Magal will expect suppliers to comply with the Principles in this Code of Conduct. Suppliers should disseminate these values throughout their own supply chain and then incorporate them as part of routine improvement activities.

I confirm I have read and accept the above terms.

Date:
Signature: