



Social accountability requirements

- Metalon does not engage in or support child labour or forced labour.
- All persons have the right to dignity and to be treated with respect. Harassment and abuse are not tolerated.
- All persons have the right to safe working conditions. Metalon continuously works to ensure the health and safety of all employees.
- All persons deserve inclusive and accessible working environments with equal opportunities. Metalon is committed to having a diverse workplace that does not engage in or tolerate discrimination.
- All persons have the right to freedom of association and the right to representation.
- All persons have the right to adequate compensation for their work in wages and benefits.
- All persons have the right to an agreed-upon minimum hours of work, meal breaks and days off work.
- Every effort should be taken to uphold ethical standards.
- Care is taken to acknowledge any environmental impacts and take measures to lessen and counteract any negative impacts and encourage any positive impacts.