Code of Conduct

How we behave and conduct our business is essential for the trust that customers, partners, investors and the public place in RHI Magnesita.
This trust drives our success.
These are the fundamental values we should all follow at all times.

Be aware and report. Your voice matters!

If you see any potential misconduct, speak up. There will be no retaliation against any individual who reports, in good faith, any potential or actual breach of our CoC and/or compliance policies.

Code of Conduct Guidance

Speak Up – RHI Magnesita Compliance Helpline

Questions & information:
compliance@rhimagnesita.com

Compliance policies:
Compliance Portal

RHI MAGNESITA

Be fair and ethical

- Act honestly and with integrity – towards colleagues and third parties
- Provide equal opportunities & promote a diverse workplace
- Conduct business reliably & responsibly

Health & Safety first

- Never compromise on safety
- Avoid and report unsafe workplace situations
- Ensure a healthy work environment

Be honest

- Avoid any form of bribery & corruption
- Be mindful when giving or receiving gifts and invitations
- Compete fiercely but fairly

Be respectful

- Communicate respectfully & honestly
- Promote a culture of integrity
- Respectfully collaborate with each other

Obey the laws

- Follow the applicable laws and regulations where we do business
- Adhere to sanctions & export controls
- Comply with competition laws

Be smart with information and data

- Process personal data lawfully
- Ensure functionality & integrity of our information & IT systems
- Protect our intellectual property

Actively support sustainability

- Create value with social projects in our communities
- Operate in a sustainable way
- Minimise negative environmental impact

Ensure stakeholders follow our values

- Prevent market abuse and insider dealing
- Do business with third parties that comply with the law & are committed to compliance and ethics
- Our suppliers are expected to accept our Supplier CoC

Avoid conflicts of interest

- Separate professional and private interests
- Be transparent regarding potential conflicts of interest situations
- Act in the company's best interest

Gustavo Franco
CEO