



Code of Conduct

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1. Introduction

At GMT Benelux, we believe in working together based on trust, transparency and shared values. Our mission as 'Experts in Vibrations' goes beyond just providing technical solutions: we take responsibility for people, the environment and society. That is why we have drawn up this code of conduct, in which we indicate what we consider important when working with our suppliers, customers and other business partners.

2. Values and principles

This Code of Conduct is based on four central values that guide GMT Benelux in all our relationships and processes:

- Quality – We stand for craftsmanship, precision and continuous improvement.
- Sustainability – We deliver solutions that respect people and the environment.
- Integrity – We act fairly, transparently and in accordance with laws and regulations.
- Respect – We create a safe, inclusive and dignified environment.

3. Child labor and forced labor

GMT Benelux endorses the fundamental human rights as laid down in the conventions of the *International Labour Organization (ILO)*. Child labour and forced labour are completely unacceptable. We believe that fair labour contributes to sustainable development, and know that our partners are actively committed to eliminating any form of exploitation from their supply chains.

- Child labour is prohibited. Suppliers must comply with ILO conventions 138 (minimum age) and 182 (prohibition of the worst forms of child labour).
- Forced labour – including debt labour, slavery and human trafficking – is not permitted.
- We know that our partners have policies in place to prevent these risks, including with subcontractors.

4. Health and safety

A safe workplace is a fundamental right. At GMT Benelux, we provide an environment in which employees can work healthily and feel safe. We encourage our suppliers and customers to pursue an active policy in the field of safety, prevention and health.

- Workplaces at least comply with local laws and regulations in the field of health and safety.
- Workers are protected from hazards and have protective equipment if necessary.
- Attention is paid to mental health, well-being and the prevention of work pressure or intimidation.

5. Certificates and documentation

For a transparent collaboration, it is important that GMT partners have the correct documentation available. This helps with traceability, compliance, and customer trust.

- Suppliers can provide a valid Certificate of Origin upon request .
- For hazardous substances, up-to-date Safety Data Sheets (SDS) are mandatory.
- A Declaration of Conformity is required for products covered by EU directives.

6. Conflict Materials

GMT Benelux contributes to responsible raw material extraction. We do not want to contribute to conflicts or human rights violations in mining regions.

- Suppliers do not use 3TG materials (tin, tantalum, tungsten, gold) from conflict areas without a transparent declaration of origin.
- Application of EU regulations and/or Dodd-Frank Act is required where relevant.

7. PFAS and hazardous substances

The impact of *PFAS substances* on the environment and health is significant. GMT strives to minimize these substances and expects complete transparency from its partners.

- If products contain PFAS, this must be reported in advance with SDS and technical explanation.
- Use of high-risk chemicals is avoided or substituted whenever possible.

8. Sustainability and environmental management

As an ISO 14001 certified company, GMT is constantly working to improve its environmental performance. We encourage and notice that our partners also use energy, waste and natural resources responsibly.

- Reducing energy consumption, CO₂ emissions and waste is part of the policy.
- Water consumption is reduced and discharges meet local standards.
- Use of recycled or sustainable materials is encouraged.

9. Confidentiality and data protection

Our cooperation is based on trust. Therefore, confidential data, customer information, and intellectual property must be protected.

- Information from GMT may not be shared without explicit permission.
- Data is secured in accordance with the requirements of the GDPR.

10. Compliance and Enforcement

This Code of Conduct is part of our purchasing and cooperation agreements. We count on compliance and active involvement from our partners.

- GMT reserves the right to conduct audits or request additional information.
- Violation of this code may result in consequences for cooperation, including suspension or termination.
- Reports about violations can be made confidentially through your contact person or compliance@gmt-benelux.nl.

11. Final Declaration

By providing goods or services to GMT Benelux, you confirm that you have read this Code of Conduct and that you are acting in accordance with it. We rely on an honest collaboration in which we build sustainable relationships together.