



Supplier Code of Conduct

Our success at Ferro Corporation has been built upon a foundation of corporate and social responsibility and sound business ethics. To align our day-to-day conduct and our longer-term vision of success it is essential to clearly state our expectations regarding our suppliers' business conduct as it pertains to Ferro business. Ferro's policies and practices are consistent with these principles that serve to protect the interests of our community, our employees, our shareholders, our customers and our suppliers. We have high standards and intentionally choose to do business with suppliers who share these values and sense of global responsibility.

Laws, including Regulations and Other Legal Requirements

Ferro suppliers will comply with all laws and regulations in their country of operation and with all other applicable laws and regulations in alignment with Ferro's Human Rights Management Policy Guide (MPG 6.1.10).

Labor

Freely Chosen Employment

Suppliers will not use forced, bonded or indentured labor, slave labor, human trafficking or involuntary prison labor.

Child Labor and Young Workers

Suppliers must comply with local laws regarding the minimum age of employees. Suppliers must comply with all legal requirements for the work of authorized young workers, particularly those pertaining to hours of work, wages, working conditions, and the handling of certain materials.

Non-discrimination

Ferro suppliers will not discriminate in hiring and employment practices on grounds of race, color, religion, age, nationality, ethnicity, sexual orientation, gender, marital status, pregnancy, political affiliation, disability, or any other characteristic in violation of applicable law.

Wages, Benefits and Working Hours

Ferro suppliers will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits.

Freedom of Association

Suppliers will respect the legal rights of employees to join or to refrain from joining worker organizations, including trade unions. Employees will be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment.

Fair Treatment

Ferro suppliers must provide a workplace free of harsh and inhumane treatment, including involving sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, and threats of any treatment.





Health and Safety

Suppliers and vendors are expected to provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations in alignment with Ferro's Health & Safety Compliance Policy Guide (MPG 9.1.0).

Worker Protection

Suppliers will protect workers from over exposure to chemical, biological or physical hazards in the workplace.

Emergency Preparedness and Response

Suppliers will identify and assess emergency situations in the workplace and will minimize their impact by implementing emergency plans and response procedures.

Hazardous Information

Safety information relating to hazardous materials will be available to educate, train, and protect workers from hazards.

Environmental Protection

Ferro understands the importance of protecting the communities in which we operate and, on a broader scale, the world in which we live. We set environmental goals based upon things under our control and monitor developments that potentially affect our operations, products and people. Ferro suppliers will operate in an environmentally responsible manner to minimize adverse effects on the environment in alignment with the Ferro Environmental Management Policy Guide (MPG 9.5.0). Ferro suppliers will operate in an environmentally responsible manner to minimize adverse effects on the environment. Suppliers are encouraged to conserve energy and natural resources, to avoid the use of hazardous materials where practical, and to engage in activities that reuse and recycle materials.

Environmental Authorizations

Suppliers will comply with all applicable environmental laws. All required environmental permits, licenses, information registrations and restrictions will be obtained, and their operational and reporting requirements followed.

Spills and Releases

Suppliers will have systems in place to prevent and mitigate accidental spills and releases of fuels, raw materials, chemicals, intermediates, products and other hazardous materials to the environment.

Ethical Dealings / Business Conduct

Ferro will not participate in any transaction that involves bribing public or private persons in any capacity or for any purpose. Ferro will not, and expects that its suppliers will not, offer or give gifts, entertainment, incentives or other things of value, directly or indirectly through others, to another person for the purpose of influencing any act or decision of such person or gaining some other advantage. We expect our suppliers to maintain similar policies and procedures to prevent such activity.

Ferro suppliers will not provide or offer to provide to any director, officer or employee of





Ferro, or any member of such person's family, any favors, gifts, loans or other benefits (including services and discounts as well as material goods), except casual entertainment or gifts (other than money) of nominal value that are customarily offered to others having a similar relationship with supplier and such conduct complies with applicable laws and the internal rules of supplier and Ferro; the foregoing exception shall not apply to relationships associated with government contracts or a subcontracts or involving governments or government-owned or government-controlled enterprises.

Ferro suppliers will comply with all applicable international trade compliance laws and regulations, including the export controls, trade sanctions, and anticorruption and antiboycott measures of the United States and other jurisdictions. Ferro suppliers will not request information from Ferro to support, give effect to or comply with any boycott of any country in contravention of the laws or policies of the United States and Ferro rejects any such requests and will report receipt of any such request to the relevant U.S. government office as required by law.

It is Ferro's policy to comply with all restrictions in respect of doing business with parties on the U.S. government sanctioned parties lists, as well as similar applicable restrictions sanctions of other countries and the European Union not inconsistent with U.S. laws, and we expect that our suppliers will likewise comply with applicable list-based sanctions.

Ferro suppliers are expected to respect intellectual property rights; safeguard customer information; and ensure that transfer of technology and know-how is conducted in a manner that protects intellectual property rights.

Management Systems

Legal, ethical and safe behavior is key for all Ferro Corporation employees and we expect our suppliers to maintain their policies and procedures to be consistent with these principles.

Reporting Concerns

Ferro encourages its suppliers, vendors, contractors, agents, distributors, customers and other third parties to seek guidance regarding Ferro's policies when needed and to raise concerns regarding activities that may involve illegal activity, violation of policy or unethical conduct.

To facilitate this interaction, Ferro offers a hotline operated by an independent third party. Ferro's hotline is 1-800-423-4466 (U.S. only). Additional global hotline phone numbers are posted in the Supplier Information section of Ferro's Web site at www.ferro.com.

