M&F Trading Lda
AV. Armando Tivane, Beira
Mocambique
**NUIT**: 401040390
Tax ID: 401040390

# Supplier Code of Conduct

Portal M&F  Updated: 02 Oct 2026  Policies  Published

**Summary:**
MF-POL-008 · Version 1.0 · Issued October 2026 · M&F Trading, Lda1. PurposeM&F expects its suppliers to share its commitment to lawful, ethical and responsible business. This Code sets out the minimum



## 1. Purpose

M&F expects its suppliers to share its commitment to lawful, ethical and responsible business. This Code sets out the minimum standards that apply to every supplier.

## 2. Scope

This Code applies to all manufacturers, distributors, service providers, freight forwarders, agents and contractors that supply goods or services to M&F ("Suppliers"), and to their employees and subcontractors. Suppliers are expected to apply equivalent standards in their own supply chains.

## 3. Legal compliance

Suppliers must comply with all laws and regulations that apply to their business in the countries where they operate.

## 4. Business integrity

- Suppliers must not offer, give, request or accept bribes, kickbacks or facilitation payments, and must not offer gifts or hospitality to M&F Personnel that could influence a business decision.
- Suppliers must compete fairly and must not take part in price fixing, bid rigging or market sharing.
- Suppliers must disclose any conflict of interest involving M&F Personnel.
- Suppliers must keep accurate books and records and issue invoices that describe goods and services truthfully.
- Suppliers must comply with applicable sanctions, export control and anti-money laundering laws, and must not involve sanctioned parties in the supply of goods or services to M&F.

## 5. Labour and human rights

- No forced, bonded or compulsory labour, and no human trafficking. Workers must be free to leave their

employment on reasonable notice, and must not be required to surrender identity documents or pay recruitment fees.

- No child labour. Workers must be at least the legal minimum age for employment, and never younger than 15. Workers under 18 must not perform hazardous work.
- No discrimination on any ground protected by law, including HIV status.
- Wages and benefits must meet at least the legal minimum, be paid regularly and be free from unlawful deductions.
- Working hours must comply with applicable law.
- No discrimination, harassment or abuse.
- Workers' lawful rights to freedom of association and collective bargaining must be respected.

## 6. Health and safety

Suppliers must provide a safe and healthy workplace, identify and control hazards, provide appropriate protective equipment and training, and record and investigate incidents.

## 7. Environment

Suppliers must comply with environmental law, hold the permits they require, manage waste, emissions and hazardous substances responsibly, and seek to reduce their environmental impact.

## 8. Product quality and safety

Goods supplied must be genuine, new unless otherwise agreed, compliant with the agreed specification and applicable standards, and accompanied by accurate certificates and documentation. Counterfeit or misrepresented goods are not accepted.

## 9. Confidentiality and data protection

Suppliers must protect confidential information received from M&F, use it only for the purpose for which it was provided, and handle personal data lawfully and securely.

## 10. Monitoring and audit

M&F may ask a Supplier to confirm its compliance with this Code, to provide supporting information or to permit an assessment. Suppliers are expected to cooperate and to correct any shortcoming within an agreed time.

## 11. Reporting concerns

Suppliers and their workers may report a concern about a breach of this Code, or about the conduct of M&F Personnel, to compliance@mf.co.mz. Reports are treated confidentially and without retaliation.

M&F Trading Lda
AV. Armando Tivane, Beira
Mocambique
**NUIT**: 401040390
Tax ID: 401040390

## 12. Consequences of non-compliance

A serious or repeated breach of this Code may lead M&F to suspend or end the business relationship.

## 13. Review

This policy is reviewed at least once a year, and whenever there is a material change in the law or in the business of M&F. Changes are approved by the Chief Executive Officer.

---

Article ID: 172

Generated: 2026-11-06 12:24