Supplier Code of Conduct

We expect all our suppliers and subcontractors to operate in line with responsible and ethical business practices. This includes compliance with all applicable laws and regulations, and alignment with international standards such as:

- The UN Guiding Principles on Business and Human Rights
- The ILO Core Conventions
- The OECD Guidelines for Multinational Enterprises
- The ten principles of the UN Global Compact
- The UN Sustainable Development Goals

Environmental Responsibility
Suppliers should work actively to reduce emissions, minimize waste, use resources efficiently, and avoid harm to the environment.

Social Responsibility
Suppliers shall respect internationally recognized human rights, ensure fair and safe working conditions, and prevent all forms of discrimination, harassment, child labor and forced labor. Workers must be treated with dignity and paid fairly in accordance with legal and contractual obligations. Working hours must allow for a healthy balance between work and private life. Freedom of association and the right to collective bargaining must be respected.

Business Integrity and Governance
We require high standards of integrity and transparency in all business dealings. There must be zero tolerance for corruption, fraud, or other unethical practices. Suppliers must be able to trace their own supply chains and take responsibility for ensuring that these same standards are upheld by their sub-suppliers.

We expect continuous improvement, openness about challenges, and a willingness to collaborate to uphold these principles.

Signature: Date: 24.06.25

CEO, Enerion AS