



Enbi Group Supplier Code of Conduct

1. Purpose

Enbi Group is committed to conducting business with integrity, respecting human rights, protecting the environment, and maintaining the highest ethical standards throughout its global operations. This Supplier Code of Conduct establishes the minimum requirements that all suppliers, subcontractors, service providers, consultants, agents, and business partners ("Suppliers") must meet as a condition of doing business with Enbi Group.

Suppliers are expected to communicate these requirements throughout their supply chains and ensure that their employees, contractors, and subcontractors comply with them.

2. Compliance with Laws

Suppliers shall:

- Comply with all applicable laws, regulations, directives, and industry standards in the countries where they operate.
- Maintain all licenses, permits, registrations, certifications, and approvals necessary for their operations.
- Cooperate with regulatory authorities and provide accurate records when required.
- Promptly notify Enbi of any significant legal or regulatory violations that may impact Enbi's business or reputation.

3. Human Rights and Labor Standards

Suppliers shall uphold internationally recognized human rights, including the principles set forth in:

- United Nations Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- International Labor Organization (ILO) Core Conventions
- UN Global Compact Principles

3.1 Forced Labor

Suppliers shall:

- Prohibit forced, bonded, indentured, prison, trafficked, or involuntary labor.
- Ensure that employees are free to leave their employment with reasonable notice.
- Not retain identity documents, passports, or work permits as a condition of employment.

3.2 Child Labor

Suppliers shall:

- Prohibit child labor.
- Employ workers only above the legal minimum working age.
- Comply with local laws regarding young workers and apprentices.



3.3 Non-Discrimination

Suppliers shall provide equal employment opportunities and not discriminate based on:

- Race
- Nationality
- Ethnic origin
- Religion
- Gender
- Disability
- Age
- Marital status
- Sexual orientation
- Political affiliation
- Any other protected characteristic

3.4 Freedom of Association

Suppliers shall respect workers' rights to:

- Form and join trade unions.
- Participate in collective bargaining.
- Raise grievances without fear of retaliation.

3.5 Wages and Working Hours

Suppliers shall:

- Pay wages and provide benefits that meet or exceed legal requirements.
- Provide clear employment contracts.
- Comply with applicable laws governing working hours, overtime, breaks, and leave.

4. Health and Safety

Suppliers shall provide a safe and healthy working environment.

This requirement includes:

- Risk assessments and hazard management.
- Emergency preparedness and response procedures.
- Adequate fire protection systems.
- Appropriate personal protective equipment (PPE).
- Health and safety training.
- Accident reporting and corrective actions.
- Safe operation and maintenance of equipment and machinery.

Suppliers are encouraged to implement recognized occupational health and safety management systems.

5. Environmental Responsibility

Suppliers shall minimize the environmental impact of their operations. Requirements include:

- Compliance with all environmental legislation and permits.
- Responsible management of waste, emissions, and wastewater.
- Reduction of greenhouse gas emissions.
- Efficient use of energy, water, and raw materials.



- Prevention of pollution and environmental incidents.
- Protection of biodiversity and natural resources.

Where applicable, suppliers should establish measurable environmental improvement objectives.

6. Product Compliance and Quality

Suppliers shall:

- Deliver products meeting agreed specifications and quality requirements.
- Maintain robust quality management systems.
- Notify Enbi immediately of any quality, safety, or compliance concerns.
- Maintain full material traceability where required.
- Comply, where applicable, with all product safety, chemical, and environmental regulations, including REACH, RoHS, PFAS restrictions, and conflict minerals requirements.

7. Ethical Business Conduct

7.1 Anti-Bribery and Corruption

Suppliers shall:

- Prohibit bribery, corruption, extortion, and facilitation payments.
- Maintain controls to prevent improper business conduct.
- Comply with all applicable anti-corruption laws.

7.2 Gifts and Hospitality

Suppliers shall not offer gifts, entertainment, travel, or hospitality intended to improperly influence business decisions.

7.3 Fair Competition

Suppliers shall:

- Conduct business fairly and transparently.
- Comply with antitrust and competition laws.
- Avoid anti-competitive practices.

7.4 Conflicts of Interest

Suppliers shall disclose any actual or potential conflicts of interest involving Enbi personnel or business transactions.

8. Trade Compliance and Sanctions

Suppliers shall:

- Comply with all applicable sanctions laws and export control, import control, and customs regulations.
- Do not engage in transactions with sanctioned individuals or organizations, or in territories where such transactions are prohibited by applicable law.
- Maintain systems to ensure compliance with international trade regulations.



9. Data Protection and Confidentiality

Suppliers shall:

- Protect confidential information obtained through their relationship with Enbi.
- Implement appropriate cybersecurity controls.
- Comply with applicable data protection laws, including the GDPR, where applicable.
- Report data security incidents promptly.

10. Responsible Supply Chains

Suppliers shall exercise due diligence throughout their supply chains and seek to ensure that their subcontractors and suppliers comply with this Code.

Suppliers should maintain processes to identify and mitigate risks relating to:

- Human rights violations
- Environmental impacts
- Forced labor
- Conflict minerals
- Corruption
- Modern slavery

11. Reporting Concerns

Suppliers are encouraged to report any suspected violations of this Code, applicable laws, or unethical behavior relating to Enbi business activities.

Reports may be made confidentially and without fear of retaliation.

12. Audits and Assessments

Enbi reserves the right to:

- Request evidence of compliance.
- Conduct supplier assessments and audits.
- Require corrective action plans.
- Suspend or terminate business relationships where serious violations occur.

Suppliers shall cooperate fully with reasonable compliance reviews.

13. Corrective Actions

When a breach of this Code is identified, Suppliers must:

- Notify Enbi promptly.
- Investigate the issue.
- Implement corrective actions.
- Prevent recurrence.
- Provide evidence of completion upon request.