

## ENKOTEC A/S Supplier code of conduct

ENKOTEC A/S Suppliers Code of Conduct document is based on recognized international standards, principles and best practices, and is compliant with the UN Supplier Code of Conduct.

ENKOTEC A/S and its suppliers are always subject to additional responsibility requirements stated by local, national and/or international law.

### Labour and human rights

Suppliers shall commit themselves to uphold the human rights of workers. Workers shall be treated with dignity and respect at all times.

### Freedom of Association

In accordance with applicable laws and regulations, workers shall have rights to associate freely, form and join workers organizations, seek representation, and bargain collectively.

### Prevention of Under Age Labour

The minimum age for employment shall be 15 years, or the minimum age for employment in that country, or the age for completing compulsory education in that country, whichever is highest, referring to the strict rules of ILO and potential national laws.

### Fair Treatment

The workplace shall be free of harassment. Workers shall not be threatened in any way or subject to any sort of harsh or inhumane treatment, which includes (but is not restricted to) mental or physical coercion, sexual harassment or abuse, corporal punishment, verbal abuse, or unreasonable restrictions regarding entering or exiting company provided facilities.

### Antidiscrimination

ENKOTEC A/S does not tolerate any sort of discrimination based on (but not restricted to) race, colour, ethnicity or national origin, age, gender, sexual orientation, disability, religious views, political affiliation, union membership, medical tests, or marital status.



### **Working Hours**

Working hours or overtime hours shall not exceed the maximum permitted by applicable laws and regulations.

### **Wages and Other Benefits**

Wages shall comply with the national laws and possible industrial standards and regulations related to wages and remuneration. Workers shall be entitled to minimum wage and all legally mandated benefits.

### **Health and safety**

Suppliers shall commit to ensuring safe working conditions and a healthy working environment for their workers. This prevents work-related injuries and illnesses, improves the well-being of workers, increases productivity, and promotes the quality of products, among other things. The supplier shall assign a senior management representative responsible for health and safety.

### **Occupational Safety**

Suppliers shall comply with all the applicable health and safety related laws and regulations. Suppliers shall provide their workers with, for instance, appropriate personal protective equipment and first aid equipment at all areas.

### **Environment**

As an integral part of ENKOTEC A/S' values and operations, ENKOTEC A/S expects its suppliers to share the same considerations of mitigating harmful impacts on the environment and climate.

### **Business Ethics**

ENKOTEC A/S requires its suppliers to commit to the highest standards of ethical conduct.

### **Integrity, Transparency and Fair Business**

ENKOTEC A/S does not tolerate any form of corruption, extortion or embezzlement. Suppliers shall strictly follow all the applicable anti-corruption laws and regulations.



### Protection of Intellectual Property

Suppliers shall understand their role as custodians of customers' information. Intellectual property rights shall be respected, and all use of technology, information and know-how shall be conducted in a manner which does not endanger the intellectual property of ENKOTEC A/S or other customers.

### ENKOTEC A/S' Assets and Reputation

Suppliers shall safeguard ENKOTEC A/S' assets, and protect ENKOTEC A/S' reputation and brand equity.

### Audits and Assessments

ENKOTEC A/S may use its own audit process, and/or external auditors, to assess compliance. ENKOTEC A/S may also ask for periodic self-assessments. There shall be a process for correction of responsibility deficiencies identified in audits, assessments and inspections.

\_\_\_\_\_ / 20XX

Place

We hereby confirm that we act in accordance with the rules mentioned in this document.

\_\_\_\_\_  
Company name

\_\_\_\_\_  
Signature

