



# Code for Suppliers and Subcontractors

ENUSA INDUSTRIAS AVANZADAS, S.A., S.M.E.





**Code for Suppliers and Subcontractors drawn up by ENUSA Industrias Avanzadas, S.A., S.M.E. (ENUSA Group) in compliance with the CSR Strategic Plan.**

The values and commitments of ENUSA Industrias Avanzadas, S.A., S.M.E. include corporate social responsibility, sustainability and transparency, as well as compliance regarding both its business activity and general legal provisions and criminal legislation, and will not tolerate in particular any violation related to corruption.

As part of this commitment, ENUSA believes that these must be extended to its entire value chain. This document addresses this need and is intended to make these commitments known to its suppliers, encouraging them at the same time to manifest their adherence to these basic principles of ethics and professional conduct.

Specifically, ENUSA is committed to:

- ✓ The Universal Declaration of Human Rights
- ✓ The United Nations Global Compact
- ✓ The Conventions and Recommendations of the International Labor Organization (ILO)
- ✓ ENUSA Code of Conduct
- ✓ ENUSA Organization, Management and Control Model for Crime Prevention and its complementary protocols: Anti-corruption Protocol, Reporting Channel Protocol and Action Protocol in case of Detection of Irregularities

For this reason, we invite our suppliers to adhere and commit to the principles set forth below:

1. They shall obey all the applicable laws and regulations of the country where they do business.
2. They shall provide any information required of them in a clear, true and fair fashion.
3. They shall respect confidentiality in the undertaking of activities and provision of services.
4. They shall uphold human rights and no employee shall be subject to harassment, physical or mental punishment or abuse of any other kind.
5. The working hours and salaries shall comply with the applicable labor laws, regulations and rules of the country where they do business. Furthermore, neither forced or compulsory labor nor child labor shall be used, and in particular the standards of the ILO shall be observed.
6. The right that their workers have to freedom of association shall be upheld.
7. All workers shall be provided with proper occupational health and safety conditions.
8. Activities shall be carried out in accordance with the environmental legislation of each country in question.
9. All products and services shall be supplied in compliance with the specified quality and safety criteria.



- 10. To assure that goods and services are properly supplied to ENUSA Industrias Avanzadas, S.A., S.M.E. no fraudulent means shall be employed, including the payment of bribes.
- 11. They shall acknowledge the Code of Conduct of ENUSA, the Organization, Management and Control Model for Crime Prevention and its complementary protocols, undertaking to cooperate in good faith with ENUSA against any possible compliance breach that could be detected. The above-stated documents are available to all suppliers and users on ENUSA’s website ([www.enusa.es](http://www.enusa.es)).
- 12. The Suppliers and Subcontractors of ENUSA Industrias Avanzadas, S.A., S.M.E. shall guarantee that their respective suppliers and subcontractors will in turn fulfill the obligations described hereinabove.

The Supplier .....  
 declares that it has read and accepted the contents of this Document and agrees that it will undertake all activities in accordance therewith.

The Supplier .....  
 acknowledges that it is responsible for ensuring compliance with this Code. Nevertheless, ENUSA Industrias Avanzadas, S.A., S.M.E. reserves the right to verify this point by performing appropriate inspections in order to check if the requirements are being met. The supplier shall also reply immediately to any requests it receives from ENUSA Industrias Avanzadas, S.A., S.M.E. in relation to compliance with the Code.

Signed:

Position:

Date: