

Code of conduct for suppliers

ENUSA Industrias Avanzadas, S.A., S.M.E.

Corporate Direction
Sustainability Area



Enusa is committed to responsible management that considers the impacts on people and the environment, assuming the commitments acquired in the 2030 Agenda to face the challenges derived from sustainable development. The Enusa Group Sustainability Policy, approved by the Board of Directors, includes the main commitments in this matter.

In compliance with the principle of transversality of sustainability included in this Policy, Enusa actively promotes the extension of these commitments to its entire value chain. In this regard, the company sets out the principles and guidelines of conduct for its suppliers that are described below. Thus, this Code provides the standards of behaviour that can be reasonably expected from suppliers along our supply chain.

For the purposes of this Code, the term supplier refers to suppliers, contractors, sub-suppliers, subcontractors, and other third parties that supply goods and services to Enusa.

Principles of action for suppliers

- ENVIRONMENTAL

Enusa is aware of its responsibility towards the environment and it strictly controls the impact that its industrial activities have on the environment. With this same objective of applying environmental sustainability to the performance of the activity, Enusa suppliers shall respect the following principles in relation to the environment:

- To know and comply with the applicable legal requirements in environmental matters.
- To guarantee the application of precaution and continuous improvement principles.
- To foster the principles of circular economy, fight against climate change and respect for the natural environment that are included in the Enusa Group Sustainability Policy.

- SOCIAL

The Enusa Group Sustainability Policy contemplates the respect and promotion of internationally recognized human and labour rights in the value chain, rejecting any form of abuse or violation thereof.

Thus, Enusa suppliers must respect human and labour rights internationally recognized in the Universal Declaration of Human Rights and the conventions on which it is developed, as well as in the conventions, protocols and recommendations of the International Labor Organization. In particular, the supplier must promote and respect, among others, the following principles:

- To guarantee the non-existence of all forms of child labour, complying with all international, national and local laws, regulations and declarations with regard to the minimum age for employment, as well as the non-existence of any form of forced labour or coerced labour.
- Not to expose employees to any physical or verbal abuse or any other form of intimidation or harassment.
- To integrate criteria of equal opportunities and non-discrimination for reasons of ethnic or cultural origin, sex, gender identity, sexual orientation, disability, nationality, religion, age, social origin or ideology, among others.
- To respect freedom of association and the right to collective bargaining.
- To respect and promote the freedoms and rights of vulnerable groups such as indigenous communities, children and ethnic minorities, among others.
- To respect the maximum working hours as well as the minimum wages established by law and by international agreements applicable in the aforementioned field, ensuring a decent wage.
- To guarantee that employees carry out their work in a safe and healthy working environment and in accordance with the applicable legislation and international agreements on hygiene and occupational health and safety.

- GOVERNANCE

In line with the legal compliance and corporate governance principles established in the Enusa Group Sustainability Policy, all suppliers shall carry out their activity in compliance with current legislation and based on the principles of transparency, integrity and business ethics, accepting the following commitments:

- To respect the applicable regulations at all times, including the contractual commitments acquired with Enusa, with special attention to the specified quality and safety criteria and the preservation of confidentiality in the undertaking of activities and provision of services. In the same way, the supplier undertakes to provide in a clear, true and fair fashion manner the information that Enusa requires of them within the framework of the contractual relationship.
- To avoid any situation that may lead to a conflict of interest in its commercial relations with Enusa. As established in the Enusa Group Code of Conduct, a conflict of interest arises when personal interests interfere with the worker's ability to use their judgment objectively or with the performance of their work with honesty and transparency.
- To prevent and combat criminal risks, in line with the provisions of the Organization, Management and Control Model for Crime Prevention and the Enusa Anti-Corruption Protocol.
- To foster the environmental, social and governance commitments and principles promoted by Enusa among its own suppliers, encouraging due diligence that guarantees the integrity of the supply chain.

The supplier undertakes to know, respect and comply with the content of this Code while maintaining its status as an Enusa supplier. Likewise, it undertakes to communicate to Enusa any information that it considers relevant in relation to the requirements established in this Code and to transmit the information that Enusa may require in this regard.

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