

An aerial photograph of a city skyline, likely Dubai, featuring several prominent skyscrapers. The Burj Khalifa is visible in the upper left, partially obscured by a layer of white clouds. Other buildings of varying heights and architectural styles are scattered throughout the scene. The sky is a clear, pale blue. The overall atmosphere is bright and modern.

ENEA

Enea Supplier Code of Conduct



Intro

Enea strives to conduct business in a responsible and sustainable way. We want to partner with suppliers to extend these principles to our supply chain.

This Supplier Code of Conduct describes the behaviors, processes, and procedures that we expect from our suppliers. It is in line with the principles of the United Nations Global Compact framework and complements what we expect from our employees, which is documented in the Enea Code of Conduct.

All Enea suppliers should comply with this Code of Conduct, in addition to all applicable laws and regulations. Enea's suppliers should uphold the same standards with their own suppliers and contractors and should be able to show compliance with this code, if requested.

Labor practice and standards

Human Rights

Enea strives to be a good and valued corporate citizen, respecting human rights at all times. Enea supports the UN's Global Compact initiative. We expect our suppliers to support and respect internationally proclaimed human rights and behave in a socially and ethically responsible manner.

Non-discrimination

Enea believes that diversity is a source of creativity and no discrimination is tolerated. Suppliers should treat employees, candidates and customers with respect and fairness. No one should be discriminated against based on age, gender or gender identity, sexual orientation, disability, religion, or ethnicity.

Respect for Privacy

Suppliers should respect the privacy of individuals: personal information collected for business purposes must be treated with extreme care and the scope limited to only what is relevant.

Freedom of Association and Right to Collective Bargaining

Suppliers should respect their employees' rights to join or form a labor union and to obtain collective bargaining agreements.

Rejection of Forced Labor and Child Labor

Enea prohibits forced labor, does not use child labor, and does not employ anyone below the minimum legal age for employment. Suppliers should follow the same principles.

A Safe and Healthy Workplace

Enea ensures a safe and healthy working environment for its employees, in line with local or international laws and practices. We expect our suppliers to also guarantee that their work environments are safe and comply with local regulations.





Ethics

Gifts, Remuneration, and Bribes

Supplier employees should not demand or offer, directly or indirectly, any form of bribe, illegal commission, or other unethical or illegal benefit.

Anti-trust

Enea suppliers should support free competition and adhere to anti-trust laws in all countries and regions where they operate.

Conflicts of Interest

Suppliers should avoid situations where personal interests or work are in violation of the best interests of that company and Enea.

Export Control

Suppliers should comply with all applicable export control regulations and laws, in respect to both international as well as local regulations, in all countries in which they operate. All supplier employees should refrain from activities not permissible by national or international export control regulations.

Conflict Minerals

Enea suppliers should not use minerals (tantalum, tin, gold, and tungsten) from conflict regions (e.g., Democratic Republic of Congo, Rwanda, Tanzania, Uganda, and Zambia). Suppliers should determine if their products contain conflict minerals, and if so, ensure that the products are manufactured in a responsible way.

Environment

Sustainability and Environmental Responsibility

Enea strives to operate in a way that is sustainable and has a minimal impact on the environment. Suppliers should similarly minimize their environmental impact and comply with all applicable environmental legislation. This applies to transportation, energy consumption, and the use of products and materials.

Enea suppliers should implement necessary initiatives and action plans to continuously make progress with environmental challenges and reduce their impact. Enea could ask its suppliers to have an environmental certification such as ISO 14001.

Communication and Reporting

Suppliers may acknowledge the principles stated in this Code of Conduct or demonstrate commitment via compliance with their own code of conduct. Enea reserves the right to perform supplier audits or assessments to ensure compliance.

A supplier that has any concerns about illegal or improper conduct should immediately report this to its main contact at Enea or send an email to the Enea Group Legal Director at CorporateCommunications@enea.com.

For further details and information, please visit: <https://www.enea.com/company/about-enea/esg>





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