

# CODE OF CONDUCT

The Business & Supplier Code of Conduct at ENORM is expected to develop over time, but at minimum we expect our suppliers and own practice to always comply with the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. This means e.g., to always:

- Respect human rights and never contribute to violation of human rights.
- Respect employees' freedom to organize and bargain collectively.
- Neither tolerate nor contribute to forced labor, child labor or work involving any form of punishment.
- Neither tolerate nor contribute to discrimination under hiring process and employment conditions, or any other form of discrimination, intimidation, oppression, or harassment.
- Have established procedures that prevent accidents and work-related injuries and comply with standards under relevant legislation and regulations regarding occupational health and safety.
- Strive to avoid waste and environmental impact from production as far as possible and improve use of resources.
- Aim at advocating and take initiatives to promote environmental responsibility in production, including encouraging the development and optimization of environmentally friendly technologies and processes that can help reduce emissions to air, soil, and water.
- Never tolerate any form of corruption, including extortion and bribery

**Any supplier to ENORM is expected to always comply with the applicable Code of Conduct**

Enorm expect an open dialogue with suppliers with regards to the Code of Conduct, the relevant risks and potential reporting. If a supplier violates applicable requirements, and does not respond to this breach, ENORM will ultimately terminate cooperation.

Date: 11.07.2023