

# SUPPLIER CODE OF CONDUCT

## **Applicability**

We work together with suppliers to achieve our business goals. This Code of Conduct applies not only to these (direct) suppliers, but also to its value chain(s): we expect our suppliers to incorporate the provisions of this Code of Conduct in the agreements with their suppliers, (sub)contractors, partners and others involved in the delivery of the goods or services and/or in the performance of (contracting) work.

## **Validity**

By entering into a contract with Enexis, the supplier commits itself to this code of conduct and declares its agreement with it.

## **Legislation**

The supplier complies with all relevant applicable local, national and international laws and regulations. In addition, we expect the supplier to shoulder responsibility for its own activities and for activities in its value chain(s) and to conduct careful research in line with the OECD (the Organisation for Economic Cooperation and Development).

## **Human and labour rights**

The supplier respects the United Nations Universal Declaration of Human Rights. The supplier also respects the international terms and conditions of employment, as formulated by the International Labour Organisation (ILO). It observes the following requirements regarding work in business operations and is committed to preventing and/or mitigating (possible) abuse in the chain.

### *Child labour*

The supplier respects all (supra)national laws and regulations applicable to child labour (in particular ILO Conventions 138 and 182) and does not tolerate child labour or any form of exploitation of young employees.

### *Forced labour*

The supplier does not tolerate any form of forced labour, slavery, or human trafficking.

### *Working conditions*

The supplier ensures that it complies with all (supra)national laws and regulations relating to labour and working conditions (including health, safety, safety at work and the environment).

### *Working hours*

The supplier ensures that working hours, including overtime, meet the ILO standard. In addition, it grants its workers the right to paid holidays in accordance with the ILO standard.

### *Living wage*

The supplier pays a fair and living wage to workers that is high enough to maintain a reasonable standard of living and that meets basic needs (ILO C131 – Minimum Wage Fixing Convention).

### *Discrimination*

The supplier fully respects all anti-discrimination provisions as laid down in (supra)national laws and regulations. He grants the same opportunities to everyone, regardless of race, ethnic origin, religion and belief, political opinion, nationality, disability, age, sexual orientation, gender or sex.

### *Freedom of association*

The supplier ensures that workers can join a trade union and participate in collective bargaining, without it having negative effects on these workers.

## **Environment**

The supplier respects the environment and complies with all applicable (supra)national environmental laws and regulations.

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## Product content

The supplier respects all applicable laws and regulations regarding the prohibition or minimisation of hazardous (chemical) substances and conflict materials.

## Good Governance

The supplier endorses and adheres to internationally accepted standards of business integrity. It does not engage in bribery or bribes and is reluctant to give and receive business gifts. He takes measures to minimise the risks of corruption and/or abuse of power.

## Complaints

Enexis encourages its suppliers and their workers to speak up if they are concerned about a possible violation of human, labour and/or environmental rights.

Complaints can be reported either anonymously (if permitted by the laws of the country) or by name by sending an email to [klachtenindeketen@enexis.nl](mailto:klachtenindeketen@enexis.nl)

## Compliance

- The supplier who is unable to comply (fully) with this code will inform Enexis of this and indicate when it will comply (again).
- On request, the supplier will provide Enexis with relevant information regarding compliance with this code.
- Enexis can supervise the compliance with this code and/or may audit suppliers and their subcontractors or subsuppliers. These suppliers and subcontractors will improve their compliance based on the outcome.
- Enexis and the supplier will evaluate compliance with this code if necessary and actively seek ways to improve, both in terms of content and in terms of expanding compliance within its value chains.
- Enexis has the right to terminate the agreement with a supplier who does not comply with this code.