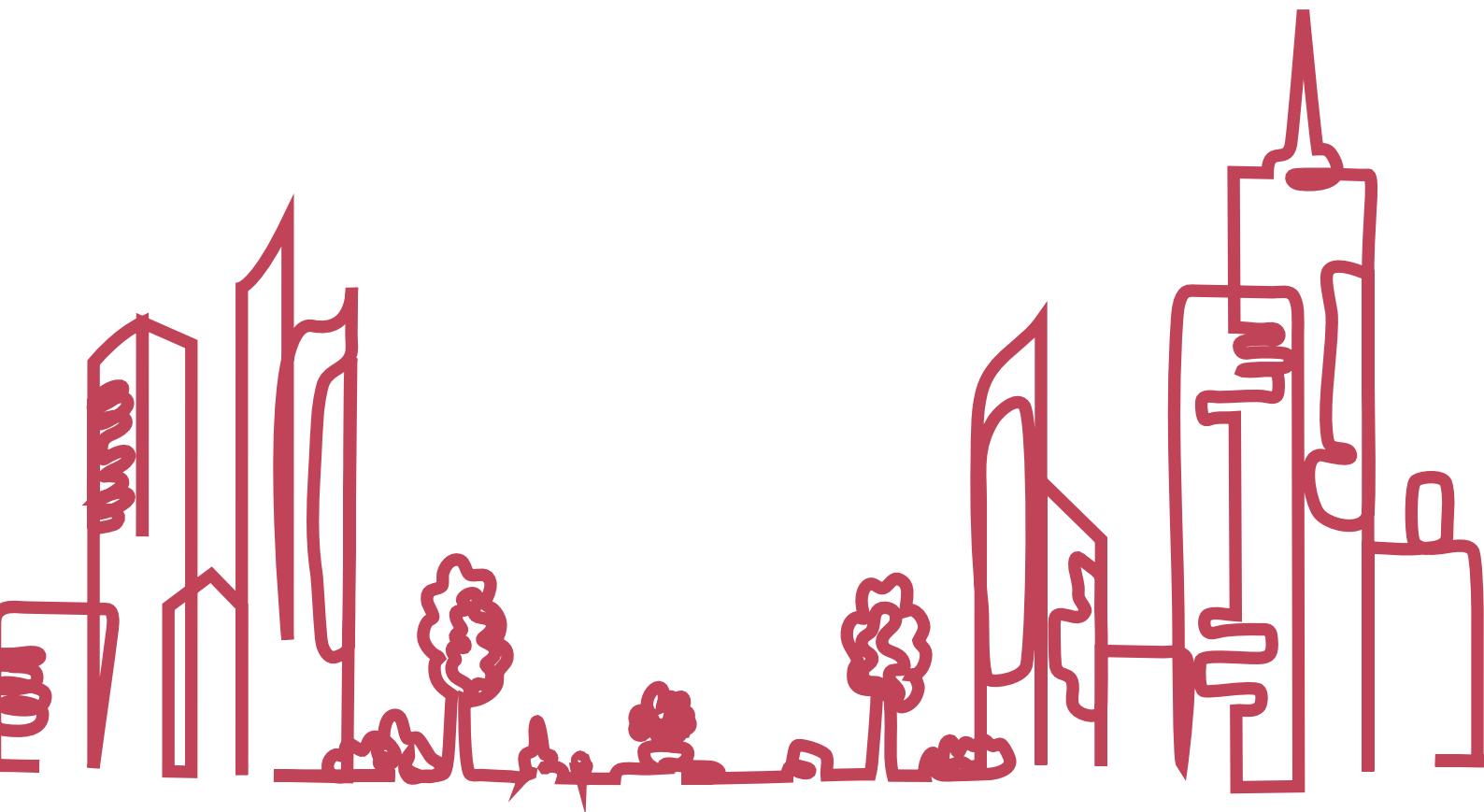


# Code of Conduct for Suppliers



ELECTROGLOBAL SA  
RO16571917  
J12/2492/2004

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ELECTROGLOBAL SA is committed to working with suppliers who adhere to the highest ethical, social, and environmental standards. This code of conduct establishes the minimum requirements that all of the company's suppliers must meet to ensure a sustainable, reliable collaboration that aligns with our values and internationally recognized standards.

## 1. Basic Principles

Suppliers of ELECTROGLOBAL must adhere to the following essential principles:

### 1.1. Compliance with Legislation and International Standards

Our suppliers must comply with all applicable laws and regulations in the countries where they operate, including those related to environmental, labor, safety, and health regulations.

Electroglobal's suppliers are required to meet at least the internationally recognized standards implemented in our company:

- ISO 14001 for environmental management
- ISO 45001 for occupational health and safety
- ISO 9001 for quality management

Electroglobal suppliers are encouraged to implement internal policies and procedures that support adherence to these general principles, fostering a culture of ethics and integrity in all aspects of their business activities.

### 1.2. Respect for Human Rights

Suppliers must respect fundamental human rights in all their operations, preventing any form of abuse or complicity in human rights abuses.

Compliance with international human rights conventions and protection of local community rights is mandatory.

### 1.3. Integrity and Business Ethics

Suppliers of the company must demonstrate the highest integrity and adhere to business ethics standards.

Commercial relationships must be conducted in a fair and transparent manner, avoiding any form of fraud, corruption, or other unethical practices.

All Electroglobal suppliers are expected to promote a business environment where core values are fairness and honesty, and ensure that all transactions involved in commercial relationships are conducted in accordance with ethical principles.

## 2. Sustainable Procurement

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Electroglobal requests that its suppliers meet minimum requirements regarding:



### 2.1. Environmental protection

#### 2.1.1. Environmental Management

Suppliers must adopt an effective environmental management system to minimize the impact of their operations on the environment and contribute to long-term sustainability.

#### 2.1.2. Resource Conservation

Suppliers must use natural resources in a sustainable manner and implement practices for conserving energy and water, as well as employing efficient technologies to minimize waste and protect the environment.

#### 2.1.3. Waste Management and Recycling

Suppliers must implement effective waste management policies, including the reduction, reuse, and recycling of waste, in accordance with local regulations.

#### 2.1.4. Management of Hazardous Substances and Waste

Suppliers must manage hazardous substances and waste in a safe and responsible manner, adhering to local and international regulations.

#### 2.1.5. Pollution Prevention and Emission Reduction

Suppliers must manage hazardous substances and waste in a safe and responsible manner, adhering to local and international regulations.

## 2. Sustainable Procurement

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### 2.2. Social Standards

#### 2.2.1. Fair Labor Conditions

Suppliers must ensure fair working conditions, provide reasonable wages and benefits, and comply with legal provisions regarding working hours, breaks, and leave. Overtime worked by employees must be voluntary and paid appropriately.

#### 2.2.2. Freedom of Association

Suppliers must respect employees' right to freely associate, form and join unions, and engage in collective bargaining.

#### 2.2.3. Preventing discrimination, harassment, and promoting diversity and equal opportunities

Suppliers must adopt strict policies against discrimination, harassment, and violence in the workplace. Any form of abuse, intimidation, or inappropriate behavior will be prohibited.

Suppliers must promote diversity and inclusion among their employees, ensure equal opportunities, and avoid any form of discrimination based on race, sex, religion, sexual orientation, age, disability, or social group affiliation. Diversity and inclusion should be fundamental values in recruitment, employment, and human resources management policies.

#### 2.2.4. Prohibition of Forced Labor and Slavery

Suppliers will not use forced or compulsory labor. Any form of forced labor or modern slavery is strictly prohibited, and our suppliers must implement policies to ensure adherence to these principles.

#### 2.2.5. Prohibition of Child Labor

Suppliers will not employ children below the legal minimum age, adhering to national and international legislation. They must ensure a safe and healthy environment for young workers and avoid any work that could adversely affect their physical, mental, moral, or social development.

#### 2.2.6. Occupational Health and Safety

Suppliers must ensure a safe and healthy environment for all their employees and implement measures to prevent risks of accidents and occupational diseases:

- Regular risk assessments to identify and eliminate health and safety hazards
- Proper training and education for all employees on safety measures, emergency procedures, first aid, etc.
- Provision of appropriate protective equipment

## 2. Sustainable Procurement

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### 2.3. Ethics and Integrity

#### 2.3.1. Anti-corruption

Suppliers must adopt clear anti-corruption policies and ensure compliance with local and international anti-corruption laws. Any form of bribery, acceptance of bribes, or other corrupt practices is strictly prohibited.

#### 2.3.2. Competition and Business Practices

Suppliers must adhere to principles of fair competition and refrain from any practices that could distort the free market. They should not engage in agreements related to price fixing, market or customer allocation, market sharing, or bid rigging with competitors. Suppliers must maintain the highest standards of integrity in all commercial transactions.

#### 2.3.3. Data Protection and Confidentiality

Suppliers must protect ELECTROGLOBAL's confidential information and ensure data security, complying with GDPR (General Data Protection Regulation). Any unauthorized use or disclosure of confidential information is prohibited.

#### 2.3.4. Respect for Intellectual Property Rights

Suppliers must respect all intellectual property rights of ELECTROGLOBAL and other third parties. This includes patents, trademarks, copyrights, and trade secrets.

#### 2.3.5. Prevention of Financing Armed Groups and Responsible Mineral Sourcing

Suppliers must ensure that they are not involved in money laundering or the direct or indirect financing of armed groups and must make reasonable efforts to avoid using raw materials in their products that come from conflict-affected and high-risk areas and contribute to human rights abuses, corruption, armed group financing, or similar negative effects.

## 3. Monitoring, Compliance and Remediation

### 3.1. Compliance check

ELECTROGLOBAL reserves the right to verify, through periodic audits, compliance with this code of conduct. Suppliers must provide access to relevant documents and records, as well as facilitate access to their operating locations.

### 3.2. Complaint procedures

Suppliers must provide its employees and partners with the opportunity to report violations of this Code of Conduct without fear of retaliation. ELECTROGLOBAL is committed to ensuring the whistleblower's protection against retaliation and to treating all complaints seriously by investigating them promptly and taking the necessary measures to remedy the identified situations.

### 3.3. Corrective measures

Suppliers must implement corrective measures if nonconformities are identified.

ELECTROGLOBAL may request the implementation of additional actions or, in serious cases, terminate the contractual relationship with the supplier.

## 4. Continuous improvement

### 4.1. Promoting innovation and continuous improvement

Suppliers are encouraged to actively seek opportunities to continuously improve their business practices by adopting new and innovative technologies, improving efficiency and reducing environmental impact.

### 4.2. Collaboration for sustainability

Suppliers are encouraged to work with ELECTROGLOBAL to develop and implement sustainable and responsible business practices.

**ELECTROGLOBAL reserves the right to revise and update this code of conduct according to legislative developments and changes in the international business context. Suppliers will be notified of any material changes.**



**Strada Nikola Tesla Nr. 9,  
400724, Cluj-Napoca, România**



**info@electroglobal.ro  
www.electroglobal.ro**



**+40 (0)264 406 203  
+40 (0)264 406 204**