

Code of Conduct for EnergoBit Group suppliers

EnergoBit Group emphasizes compliance with the national and international legal standards and with all matters relating to Corporate responsibility, especially those related to Labor and Human rights, Health and the Environment, Antitrust, Data and Information privacy and Ethics. This Code of Conduct for suppliers is based on the UN Global Compact's principles.

All suppliers of the EnergoBit Group must comply with the information described herein and must transfer this information to their sub-contractors or business partners.

A. Labor and Human Rights

- The suppliers must respect the private life, dignity and the legal rights of their employees; the use of any form of physical or verbal abuse, harassment, threats or intimidation are prohibited;
- Employees working for the suppliers must not perform forced or compulsory labor;
- The suppliers must not discriminate employees based on race, sex, nationality, disabilities, sexual orientation, political affiliation, religion, age, pregnancy or marital status;
- The suppliers must provide equal treatment and opportunities for their employees, discrimination based on the abovementioned reasons is prohibited;
- The suppliers must provide fair remuneration to their employees and must comply with the applicable national statutory minimum wage requirements;
- The suppliers must comply with the applicable law and respect the maximum number of working hours for their employees;
- The suppliers must not employ minors for their activities (the minimum age for employment in Romania is 16 years) and the employees aged between 16 and 18 years old that work on high risk jobs cannot be employed for night shifts and cannot work overtime (according to the Romanian legislation);
- The suppliers must allow the existence of unions in their organizations according to the applicable union law.

B. Health and Environment

- The suppliers must comply with the relevant laws and regulations on work and safety and must train their employees on relevant work and safety laws and regulations on a periodic basis;

- The suppliers must respect the industry standards and must take reasonable measures to prevent work related accidents;
- The suppliers must comply with the environmental standards and the applicable law;
- The suppliers must prevent pollution over the acceptable legal limits and reduce the use of resources in order to work with a minimum level of pollution that is accepted by their particular industry;
- The suppliers must have an Environment protection policy and/or an environment management system.

C. Antitrust, Data and Information privacy

- The suppliers shall comply with the national and international antitrust laws;
- The suppliers are prohibited from taking part to any anti-competitive arrangements which may consist in but not limited to price fixing, limiting production, charging unfair prices, market sharing, or other practices that might be considered as anti-competitive by the competent authorities;
- The suppliers shall comply with the national and international laws and regulations regarding data and information privacy;
- The suppliers must keep data and information that is the property of EnergoBit Group confidential at any time, both at work and during leisure time; this limitation applies for a period of at least 12 months (except for the case when there is another provision in the contract signed by both parties) after the termination of the contract.

D. Ethics

- The suppliers must comply with the national and international law applicable to their activities and immediately report any irregularities that might occur between them and the EnergoBit Group;
- The suppliers must comply with the legal provisions concerning corruption and should take all necessary and reasonable measures for preventing corruption; by corruption we mean, but not limited to bribery, trading in influence, blackmail, conflicts of interest, incompatibilities.