

Supplier Code of Conduct

November 2024

A Message from Jeff Von Deylen, Ensono CEO

Supplier partnerships are an essential component of our global operations, and your contributions, large or small, are a critical component of our success. As an approved Supplier, your policies and practices extend our brand.

At Ensono, we care about innovation, passion for excellence, and doing the right thing for our associates and our clients. These are core values that have been in place since day one. Our values are supported by a clearly defined framework of ethical, legal, and inclusive business practices.

Our goal is to become a Net Zero company, so we carefully consider conservation, sustainability, and waste reduction when choosing suppliers and internally.

We continue to implement diversity plans that expand our outreach to women and minorities and create a culture of inclusion across our regions. We also look for diversity among our suppliers. Simply put, we want our suppliers to reflect who we are as a company and carry forward the values that matter to us and our clients as we compete for and win new business.

Please review and follow the Supplier Code of Conduct and Guiding Principles outlined in this document.

Thank you for your partnership.

Jeff VonDeylen

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Ensono Guiding Principles

Ensono operates with high ethical business standards and integrity in the communities where we work. We count on our global network of suppliers and business partners to commit to and uphold those same high standards of integrity, values, and operating principles.

We expect our suppliers to communicate these expectations throughout their supply chains by adopting efficient systems, policies, procedures, and training to uphold the standards and expectations in this Supplier Code of Conduct within their business operations.

At Ensono, our global workforce comes together to support each other's ideas and opportunities and live out our core values, which we would also ask our suppliers to follow:

- Honesty: We're transparent and accountable
- Reliability: We deliver on our promises
- Curiosity: We relentlessly innovate on behalf of our clients
- Collaboration: We thrive as a team
- Passion: We love what we do and share our enthusiasm

These principles set forth the minimum standards of business conduct that we expect from all our suppliers.

Follow the Law

Suppliers shall:

- Know and comply with the laws that apply to them and their businesses
- Treat legal requirements as a minimum standard
- Promptly alert Ensono to any material issues with the goods and services supplied

Business Ethics

Ensono is committed to conducting business ethically and lawfully in the countries where we operate globally. We strive to do business with suppliers who firmly commit to ethical behavior.

Suppliers agree to conduct their business by the highest ethical standards and to have controls that prohibit and detect the misuse of company assets, corruption, bribery, improper gifts, extortion, embezzlement, and even the appearance of conflicts of interest. Suppliers shall avoid disputes by ensuring they disclose any personal or outside business arrangements, interests, or relationships with any personnel and their family members, suppliers, customers, or competitors of Ensono.

Suppliers' business dealings should be fair, legal, and honest. Suppliers shall abide by all applicable anti-corruption laws and regulations of the countries in which they operate, including the Foreign Corrupt

Practices Act and applicable international anti-corruption conventions. If suppliers extend business courtesies to our employees, they will do so infrequently, and the courtesies must be of no more than moderate value. Suppliers that transport goods for Ensono into the United States shall comply with the C-Customs-Trade Partnership Against Terrorism security procedures on the U.S. Customs website at www.cbp.gov (or other website established for such purpose by the US government). Suppliers must abide by all economic sanctions or trade embargoes adopted by the United States, whether they apply to foreign countries, politics, or individuals and entities.

We expect our suppliers to:

- Protect any of Ensono’s confidential information to which they have access, including Ensono’s intellectual property, trade secrets, financial information, or personnel and customer data
- Safeguard any property belonging to Ensono to which they have access
- Avoid any situations that may adversely affect Ensono’s business interests or reputation
- Maintain records that reflect all transactions in an accurate, honest, and timely way
- Employ appropriate quality audit and compliance processes for matters such as product, worker health and safety, and labor and employment

Non-Discrimination

Ensono does not tolerate any form of discrimination in the workplace. Discrimination in the workplace is defined based on the grounds of an individual’s race, color, gender, age, national origin, religion, citizenship status, political opinion, marital status, sexual orientation, gender identity, transgender status, physical or mental disability, protected veteran status, or other categories protected by applicable federal, state, or local law. We are committed to diversity and inclusion in the work environment.

Harassment

Ensono does not tolerate disparate treatment in the workplace. All workers will be treated with dignity and respect and will not be subject to unethical treatment, threats of violence, or other forms of physical, mental, or sexual harassment. Disciplinary policies and procedures in support of these requirements are clearly defined and communicated to all workers.

Prioritize the Safety, Well-Being, and Dignity of All Individuals

We expect our suppliers to:

- Provide safe and healthy working conditions at all their operations and meet or exceed all legal compensation requirements.
- Treat people with dignity and respect:

1. Not employing child labor, consistent with the principles contained in the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work
2. Not treating or threatening to treat an individual harshly or inhumanely. Harsh or inhumane treatment includes sexual harassment or abuse, corporal punishment, coercion, or verbal abuse
3. Not engage in human trafficking (as defined by the UN in Article 3, paragraph (a) of the Protocol to Prevent, Suppress and Punish Trafficking in Persons and as required by the California Transparency in Supply Chains Act of 2010)
4. Comply with applicable wage and hour labor laws of the country in which they operate, including through adherence to rules designed to limit overtime
5. Prohibit forced, bonded (including debt bondage), indentured, or involuntary prison labor. All work will be voluntary, and workers should be free to leave or terminate employment upon reasonable notice. Prohibited actions include transporting, harboring, recruiting, transferring, or receiving people using threat, force, coercion, abduction, or fraud for labor or services
6. Comply, at a minimum, with the applicable labor and environmental laws and regulations of the country where the materials and products are produced

Environmental Guidelines

Suppliers shall identify the environmental impacts of their operations, products, and services. Ensono expects its suppliers to clearly understand the environmental risks, impacts, and responsibilities associated with their products and services.

Suppliers shall have processes to ensure their operations conform to all applicable environmental legislation. All required environmental permits, approvals, and registrations are to be obtained, maintained and complied with according to the conditions and requirements where suppliers operate their business.

Suppliers shall continuously improve environmental performance through practicable measures and employ leading practices where possible. Suppliers should minimize the use of energy, water, and raw materials. Where possible, these resources should be renewable or sustainably sourced. Emissions likely to cause pollution or contribute to climate change will be monitored, controlled, and minimized by suppliers where possible. Suppliers shall make practical efforts to eliminate or reduce levels of waste generated and should reuse and recycle waste materials wherever possible. The handling, storage, movement, treatment, and disposal of all trash must be carried out by applicable regulations and in an environmentally responsible manner.

Diversity

Suppliers acknowledge that Ensono values diversity and inclusion as a high priority for its workforce. These principles represent Ensono's employee base and our many different communities worldwide. As such, suppliers acknowledge that they and their employees, subcontractors, agents, and representatives shall engage a team to deliver the products and services that reflect these principles through a strategy inclusive of diverse groups, including, without limitation, minorities, women, veterans, disabled people, and LGBTQAAI+ individuals.

A Goal of Trusted Partnership

Our goal is to build relationships with ethical suppliers that follow these principles. We expect suppliers to cooperate with our requests for information, certifications, and audit access. When there is a concern, we work with the supplier. We may be able to help identify possible improvements. However, when an issue cannot be corrected, or a supplier is unwilling to engage, we reserve the right to end our relationship.

Any supplier aware of an existing or potential violation of this Supplier Code of Conduct must promptly notify Ensono's VP of Global Supply Chain and Chief Legal Officer. Ensono will take all appropriate action to investigate any reported violations. Ensono, in consultation with other appropriate Ensono personnel, will take such preventive or disciplinary action as deemed appropriate, up to and including termination of the relationship with the violating supplier or notify appropriate government authorities in case of criminal or other severe violations of law.