



SUPPLIER CODE OF ETHICS AND CONDUCT

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I. FRAMEWORK

1. THE SUPPLIER CODE OF ETHICS AND CONDUCT

The Supplier Code of Ethics and Conduct ("**Code**") establishes a set of commitments based on strict criteria and excellence standards, with a positive impact on the community and the environment, which our Suppliers must fulfil and respect throughout their business relationship with Endutex.

Endutex expects its suppliers to endeavour to act in accordance with the legal standards in force, as well as the best market and sector practices.

This Code also endorses the commitments made by Endutex in its Code of Ethics and Conduct, which is available on its website and which we encourage everyone to read.

2. SCOPE OF APPLICATION

This Code is applicable to all Endutex suppliers and their staff, regardless of the relationship they have.

For the purposes of interpreting this Code, «Suppliers» means all suppliers, service providers, agents, consultants, intermediaries and other persons with whom Endutex established business relations.

It is the Supplier's responsibility to ensure that this Code is disseminated to its staff and to guarantee the compliance of its organisation, using its best endeavours to adopt all the mechanisms necessary to promote levels of demand equivalent to those set out in this Code.

3. BUSINESS PREREQUISITE

Adherence to this Code is an essential prerequisite for all supply/service contracts entered into with Endutex.

All supply/service contracts entered into prior to the entry into force of this Code are also bound by the commitments set out herein, and it is Endutex's responsibility to make this Code available to all its Suppliers.

II. COMMITMENTS

1. HUMAN RIGHTS

Endutex is committed to respecting and protecting human rights in all cultural, socio-economic and geographical contexts, repudiating any act that undermines the dignity of the human person.

As such, Endutex Suppliers must:

- Implement policies aimed at preventing and fighting situations that jeopardise human rights, including harassment in the workplace;
- Provide training for all their staff in the areas of fighting harassment in the workplace;
- Provide a secure channel for reporting situations that violate human rights, including harassment in the workplace

2. CHILD/FORCED/SLAVE LABOUR

Endutex expressly prohibits child, forced and/or slave labour, providing a proper remuneration in accordance with the national legal basis, or the basis of the industrial sector.

As such, Endutex Suppliers must refrain from:

- Using, accepting, or encouraging child/forced/slave labour practices or similar;
- Retaining, destroying, concealing, removing and/or denying employees access to their identification or migration documents;
- Subjecting its employees to any expenses associated with their recruitment process, travelling or migration processes;
- Employ minors under the age of 16, except when permitted by the Portuguese Labour Code;
- Interfere with the personal and educational development of employees under the age of 18.

Endutex Suppliers who provide services and/or goods from another country must follow the legal diploma equivalent to the Labour Code in this matter.

3. WORKERS' RIGHTS

Endutex respects the national and international standards and conventions that concern the activity and staff, regarding their rights and duties, including freedom of association and the right to collective bargaining.

Consequently, Endutex Suppliers must:

- Comply with the applicable rules on minimum legal remuneration, working hours, rest periods, time off, holidays, maternity, paternity or other leave;
- Respect the freedom of association and the right to collective bargaining.

4. SAFETY, HEALTH AND HYGIENE

Endutex guarantees compliance with safety, health, hygiene and well-being standards in the workplace, informing superiors whenever any irregular situation is detected that jeopardises the safety of people, facilities, equipment and goods in general.

Therefore, Endutex Suppliers must:

- Comply with all legal standards regarding working conditions, safety, health and hygiene;
- Ensure that their facilities and workplaces meet adequate standards of cleanliness, maintenance, lighting and ventilation;
- Adopt the necessary measures to prevent accidents at work.

5. FAIR COMPETITION

Endutex undertakes to act in the market in such a way as to promote fair and free competition (antitrust), protect intellectual property, fight counterfeiting and carry out export controls that are not in breach of any eventual economic sanctions.

Therefore, Endutex Suppliers must:

- Practise correct and fair commercial acts;
- Respect their competitors, business partners, customers and others, treating them with respect and loyalty;
- Ensure that they do not conceal information that is essential for concluding business deals, creating the necessary conditions for making informed and conscious decisions;
- Make decisions taking into account the social, economic and environmental impact for themselves and the community.

6. ENVIRONMENTAL PROTECTION

Endutex contributes to sustainable development and the preservation of the environment, favouring non-polluting practices and energy saving.

As such, Endutex Suppliers must adopt measures that promote:

- The rational and efficient use of raw materials and natural resources;

- The reduction of emissions, including greenhouse gas emissions;
- The improvement of energy efficiency and the use of renewable energy;
- The efficient use and preservation of water quality;
- A responsible chemical management;
- The reduction of waste production, favouring its valorisation;
- The raising of awareness and training of staff, promoting their environmental and social skills.

7. ANTI-CORRUPTION AND ANTI-BRIBERY

Endutex undertakes to follow anti-corruption practices, whether active or passive, and anti-bribery practices in its dealings with Customers, Suppliers and other Entities, namely any form of payments, favours and complicity that may lead to the creation of illicit advantages, such as offers or receipts from customers or suppliers.

Consequently, Endutex Suppliers undertake never to:

- Engage in any form of bribery, directly or through third parties;
- Offer, make or authorise an undue payment (in cash or otherwise) to any person, including any local or foreign authority anywhere in the world;
- Attempt to induce an individual or a local or foreign authority to act illegally or improperly;
- Offer or accept money or anything of value, such as gifts, tips or commissions, related to business or the adjudication of a contract, except under the terms and within the limits defined in Gifts and Hospitality Policy;
- Offer or give any gift or consideration to any public official or government representative if there is no expectation or implication of a return on a business deal.
- Accept gifts from any business partner if there is any suggestion that the return of a favour is expected or implied.
- Facilitate payments to obtain a level of service to which one would not normally be entitled.
- Ignore or fail to report any evidence of undue payments to the competent authorities.
- Induce or assist another individual in breaking any applicable law or regulation.

III. COMPLIANCE PROGRAMME

Endutex is committed to ensuring full compliance with all legislation currently in force, adopting a Compliance Programme for this purpose.

As such, Endutex only establishes business relationships with Suppliers that implement robust compliance programmes within their organisations and, consequently, ensure compliance with the applicable legislation in the compliance areas herein listed.

I. PREVENTION OF CORRUPTION AND RELATED OFFENCES

A Supplier employing 50 or more employees must ensure the implementation of a Compliance Programme suitable for mitigating and correcting the risks of corruption and related offences, complying with the provisions of Portuguese Decree-Law no. 109-E/2021 of 9 December.

Even if not obliged to adopt a Compliance Programme, the Supplier must adopt the best market practices to prevent acts of corruption and related offences.

In any case, the Supplier may not offer or accept undue advantages.

II. PREVENTING AND FIGHTING MONEY LAUNDERING AND TERRORIST FINANCING

The Supplier subject to the application of Portuguese Law no. 83/2017, of 18 August, must adopt the appropriate mechanisms to prevent contracting with customers, third parties and other suppliers who commit acts of money laundering and terrorist financing.

In any case, the Supplier may not engage in money laundering, terrorist financing or other financial crimes.

III. PROTECTION OF PERSONAL DATA

The Supplier must ensure compliance with all applicable legislation in the protection of personal data, in particular the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016, acting in such a way as to ensure the highest standards of personal data protection, including the confidentiality, integrity and availability of such data.

IV. PROTECTION OF WHISTLEBLOWERS

The Supplier that employs 50 or more employees must have a secure, adequate and effective system for its staff to report infringements or situations that harm the public interest, processing reports in accordance with Portuguese Law no. 93/2021, of 20 December.

If not obliged to do so, the Supplier always guarantees that its staff can complain about any situation that harms the public interest.

In any case, the Supplier is obliged not to retaliate against the person who reports or complains, according to the case.

IV. REPORTING OF OFFENCES

Whenever the Supplier fails to fulfil the commitments assumed in this Code, it must inform the Endutex department with which it has entered into the business relationship, retaining a copy of the communication.

In the event of the application of measures for non-compliance, the voluntary reporting of offences is assessed in favour of the Supplier.

V. NON-COMPLIANCE

Non-compliance with the Supplier Code of Ethics and Conduct results in the termination of the previously established business relationship.

The situation of non-compliance is objectively assessed by Endutex, which decides on the specific measures to be adopted, ensuring that the Supplier is notified accordingly.