



CODE OF CONDUCT FOR SUPPLIERS

Enka de Colombia S.A. bases its relationships to all its stakeholders on a deep-rooted respect for the Law and ethical behavior. Therefore, it is committed to internationally recognized standards in terms of governance, the environment, social responsibility, and supply chain security.

We promote sustainable development in our supply chains, so we expect that our suppliers support, adopt, and disseminate the following principles that are based on our code of ethics and good governance, which is published at

<https://www.enka.com.co/inversionistas/etica-y-buen-gobierno/>



Governance

- Acting with transparency in its operations and decisions, providing clear and accessible information to all stakeholders, including shareholders, employees, suppliers, and clients.
- Acting ethically and with integrity in all its activities, avoiding, corruption, bribery, conflicts of interest, and any dishonest behavior.
- Comply with all the laws and regulations applicable to its economic activity.
- Report to the transparency hotline (buzon@enka.com.co), either personally or anonymously, any situation that does not seem to meet the levels of transparency, trust and/or security promoted by Enka.

Environment

- Comply with all rules and regulations about the environment.
- Minimize the impact of its operations by using materials and processes that contribute to the sustainability of the environment.
- Promote efficient energy usage practices, and responsible waste and residue disposal methods that help reduce carbon dioxide (CO₂) emissions and its carbon footprint.

Social considerations

- Respect and protect the human rights of its employees and anyone else involved in its operations.
- Provide a safe and healthy work environment for its employees, maintain a job safety system, and identify and mitigate occupational hazards.
- Comply with the applicable laws and regulations in terms of freedom of association, prohibition of child labor, work hours and overtime, enrollment in the social security system, occupational health and safety.

Safety in the supply chain

- Have good safety practices throughout their supply chains, with established processes and procedures to ensure the integrity of its operations from start to finish.
- Guarantee the reliability and veracity of the information provided arising from the commercial relationship.
- Control and minimize the risks in the supply chain, such as drug traffic, contraband, terrorism, and money laundering.
- Implement rigorous employee selection processes to guarantee their reliability
- Set up security measures to prevent unauthorized access, disclosure, alteration, or destruction of confidential information.

All of Enka's suppliers, as a key part in complying with the principles of sustainable development and supply chain security, can show their commitment by complying with their own code of conduct or policies that adopt these standards and practices.



Enka may suspend any commercial relationship in the event that a supplier fails to comply with any of the principles set forth in this document or shows patterns of noncompliance with these rules.