



Envu Global Policy

Supplier Code of Conduct

Purpose

This Supplier Code of Conduct (the “Code”) sets out the standards of business conduct expected from suppliers, contractors, service providers, consultants, and other third parties (“Suppliers”) who provide goods or services to Envu or any of its affiliated entities worldwide. This Code is intended to provide practical guidance on the standards expected from Suppliers when conducting business with Envu.

Envu operates globally in the environmental science sector and relies on a diverse network of suppliers across manufacturing, logistics, professional services, technology, and other areas. We are committed to conducting business ethically, safely, and in compliance with applicable laws and regulations.

Envu is also committed to responsible sourcing and expects its Suppliers to uphold ethical, environmental, and social standards consistent with internationally recognized principles. Suppliers are expected to support ethical business practices, respect human rights, protect the environment, and maintain high standards of product safety and quality. These expectations are integral to maintaining trust with our customers, regulators, employees, and other stakeholders.

Suppliers play an essential role in maintaining these standards. Accordingly, Suppliers are expected to comply with the principles outlined in this Code in all activities related to their business with Envu.

Scope and Application

This Code forms part of the terms and conditions governing Envu’s relationships with its Suppliers and is incorporated by reference into supplier agreements and purchase orders, together with other contractual provisions relating to environmental, social, and governance standards.

This Code applies globally to all Suppliers providing goods or services to Envu.

All new suppliers are expected to acknowledge and agree to comply with this Code as part of Envu’s supplier onboarding and approval process. Existing suppliers are also expected to comply with the principles set out in this Code. Where a supplier maintains its own code of conduct or equivalent policies, Envu may accept such policies where they demonstrate standards comparable to those set out in this Code.

This Code supplements the terms of applicable supplier agreements. Where contractual provisions impose more specific or stringent requirements, those contractual provisions shall prevail.

Suppliers are expected to take reasonable steps to communicate and apply the principles of this Code within their own supply chains.

Compliance with Laws

Suppliers must comply with all applicable laws, regulations, and industry standards in the jurisdictions in which they operate.

Where standards set out in this Code exceed local legal requirements, Suppliers are expected to apply the higher standard where legally permissible.

Suppliers must maintain all required licenses, permits, registrations, and approvals necessary to conduct their business and deliver goods or services to Envu.

Ethical Business Conduct

Suppliers must conduct business with integrity, transparency, and fairness.

Fair Competition

Suppliers must comply with applicable competition and antitrust laws and must not engage in price-fixing, bid-rigging, market allocation, or other practices that restrict fair competition.

Anti-Bribery and Corruption

Suppliers must not offer, promise, give, or accept anything of value intended to improperly influence business decisions. Facilitation payments and unofficial payments intended to expedite routine governmental actions are prohibited.

Conflicts of Interest

Suppliers must disclose any real or perceived conflicts of interest that could affect business decisions involving Envu.

Trade Controls and Sanctions

Suppliers must comply with applicable export control and economic sanctions laws and must not engage in business with sanctioned individuals, entities, or jurisdictions.

Suppliers must provide accurate and complete documentation necessary to support compliance with applicable import, export, and customs regulations promptly upon request from Envu.

Books and Records

Suppliers must maintain accurate books and records and must not falsify documentation or misrepresent transactions.

Labor and Human Rights

Suppliers must respect internationally recognized human rights and comply with applicable labor laws.

Forced Labor

Suppliers must not use forced, bonded, or involuntary labor or participate in human trafficking.

Child Labor

Suppliers must not employ child labor and must comply with applicable minimum age laws.

Non-Discrimination

Employment decisions must be based on merit and not on discriminatory characteristics.

Working Conditions

Suppliers must comply with laws regarding working hours, wages, benefits, and employment conditions.

Freedom of Association

Suppliers must respect employees' rights to associate freely and raise concerns without retaliation.

Fair Treatment

Suppliers must treat workers with dignity and respect and must prohibit harassment, intimidation, and abuse.

Health, Safety and Environmental Protection

Suppliers must operate in a manner that protects the health and safety of workers, communities, and the environment.

Workplace Health and Safety

Suppliers must provide safe workplaces, manage hazards, maintain equipment, and implement emergency preparedness procedures.

Process Safety

Suppliers engaged in manufacturing or chemical handling must implement process safety systems to prevent incidents such as chemical releases, fires, or explosions.

Environmental Compliance

Suppliers must comply with applicable environmental laws and regulations and should operate in a manner that minimizes adverse environmental impacts.

Resource Use and Emissions

Suppliers shall ensure resources are used efficiently, apply energy-efficient and environmentally friendly technologies, and reduce waste as well as emissions to air, water, and soil.

The release of hazardous substances shall be minimized. Special attention shall be given to Active Ingredients. Suppliers shall prevent accidental spills and fugitive emissions of hazardous materials or mitigate within applicable legal requirements.

Product Stewardship and Quality

Suppliers must maintain high standards for services and goods of quality, safety, and regulatory compliance, whilst adhering to contractual specifications.

Suppliers responsible for transportation or logistics activities must ensure that materials are handled, stored, and transported safely and in compliance with applicable regulations.

Product Safety and Chemical Management

Suppliers handling chemicals or regulated materials must comply with applicable chemical safety regulations, maintain proper documentation, and provide safety data sheets where required.

Suppliers must manage chemicals and hazardous materials responsibly throughout the product lifecycle, including safe handling, storage, transportation, and disposal.

Counterfeit Prevention

Suppliers must implement measures to prevent counterfeit or unauthorized materials from entering the supply chain.



Data Protection, Confidentiality, and Information Security

Suppliers must strictly protect all confidential, proprietary, and commercially sensitive information of Envu and its business partners and must use such information solely for the purposes of performing their contractual obligations to Envu.

Suppliers must comply with all applicable data protection and privacy laws and regulations. They shall implement and maintain appropriate technical and organizational measures to ensure a level of security commensurate with the risks, including protection against unauthorized or unlawful access, disclosure, alteration, loss, or destruction.

Suppliers must establish and maintain robust information security and cybersecurity controls aligned with recognized industry standards (e.g., access controls, encryption, incident detection and response, and vulnerability management) and must promptly notify Envu of any actual or suspected data breach or security incident affecting Envu's information, in any case not more than forty eight (48) hours after discovery that Envu's information has been affected.

Suppliers shall ensure that access to Envu's information is limited to authorized personnel on a strict need-to-know basis and that such personnel are subject to binding confidentiality obligations.

Suppliers must not use Envu's name, trademarks, logos, or any other intellectual property for any purpose, including publicity or marketing, without Envu's prior written consent.

Upon termination or completion of the business relationship, suppliers must promptly return or securely delete all Envu confidential information, unless retention is required by law.



Management Systems and Governance

Suppliers are expected to maintain management systems and controls appropriate to the scale and nature of their operations to support compliance with the principles set out in this Code.

Such systems should include policies, processes and internal controls designed to identify, manage and mitigate risks related to legal compliance, ethical conduct, labor practices, environmental protection, and product safety.

Responsible Supply Chains

Suppliers are expected to take reasonable steps to ensure that their own suppliers and subcontractors involved in providing goods or services to Envu operate in accordance with standards comparable to those set out in this Code.

Envu expects Suppliers to support responsible sourcing practices and to ensure that materials, products, and services provided to our company are obtained in a manner that respects human rights and environmental sustainability.

Suppliers should communicate the principles of this Code to relevant employees and business partners involved in activities related to Envu.

Suppliers are encouraged to continuously improve their environmental, social, and governance practices and to address deficiencies identified through assessments, audits, or internal reviews.

Business Continuity

Suppliers are encouraged to maintain business continuity and disaster recovery arrangements appropriate to the nature and scale of their operations.

Suppliers should identify and manage operational risks that could disrupt supply and cooperate with Envu in contingency planning where necessary.



Monitoring, Audits, and Assessments

Envu may assess Supplier compliance with this Code, including ethical, environmental, labor, and product stewardship standards, through questionnaires, documentation reviews, thirdparty assessments, or on-site audits, particularly for higher-risk suppliers or activities.

Suppliers must cooperate with reasonable requests for information necessary to verify compliance.

Reporting Concerns

Suppliers should maintain mechanisms that allow employees to report concerns or potentially unlawful activities without fear of retaliation.

Suppliers are encouraged to report suspected violations of this Code involving Envu employees or suppliers through [Envu's Compliance Helpline](#).

The Helpline is available 24 hours a day, 7 days a week via telephone, email and internet – and the reporter can choose to remain anonymous, where permitted by local law.

- Compliance Helpline phone number is +1 (800) 461-9330
- https://app.convercent.com/en-US/LandingPage/0dfe16ec-bd2f-ed11-a994-000d3ab9f062?_a=1669133830490

Corrective Action and Termination

If non-compliance with this Code is identified, Envu may require corrective actions within a reasonable timeframe.

Failure to address significant violations may result in suspension of business, termination of the commercial relationship, or other contractual remedies.

Review and Updates

Envu may periodically review and update this Code to reflect changes in applicable laws, regulatory expectations, and business practices.



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