



Code of Conduct Business Partners

EMIgroup



Our commitment to responsible business

At EMI GROUP, we promote responsible business conduct, including decent working and environmental standards. We cooperate closely with our business partners in pursuit of our aim for continuous improvement for people, society and the environment.

Code of Conduct & ESG Principles

EMI GROUP is committed to conducting business in an ethical, responsible, and sustainable manner. As part of our commitment to Environmental, Social, and Governance (ESG) principles, we expect our business partners to adhere to the following code of conduct. This code outlines the standards and expectations we hold for our business partners in areas related to environmental responsibility, social impact, and corporate governance.



EMI GROUP aims to continuously improve policy and practice that supports Business Partners and business partners in complying with this code of conduct.



Principles

Due Diligence & Complaint Management

Be able to document compliance with the code of conduct at EMI GROUP's request.

Commitment to Continuous Improvement

Conduct due diligence for responsible business conduct and have systems in place to manage complaints related to human and labor rights.*

Compliance Documentation

Show willingness and ability to continuous improvement for people, society, and the environment through collaboration.

*This involves: conducting risk assessments to identify potential negative impact on people, society and the environment and to stop, prevent and reduce such impact. The measures put in place must be monitored and their effect evaluated. The measures taken must be communicated to those affected by your actions.

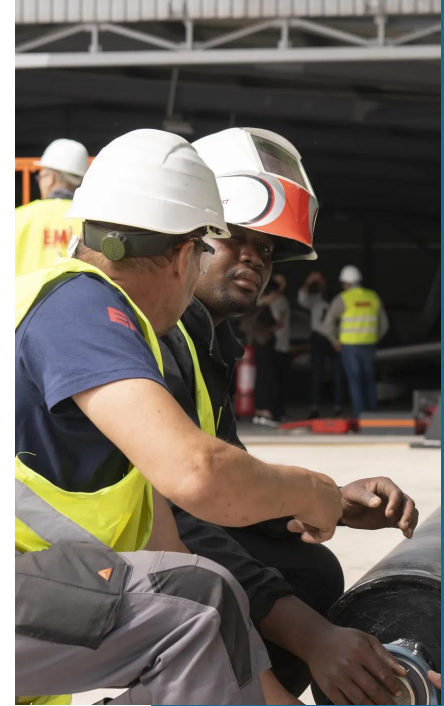
Work standards and social responsibility



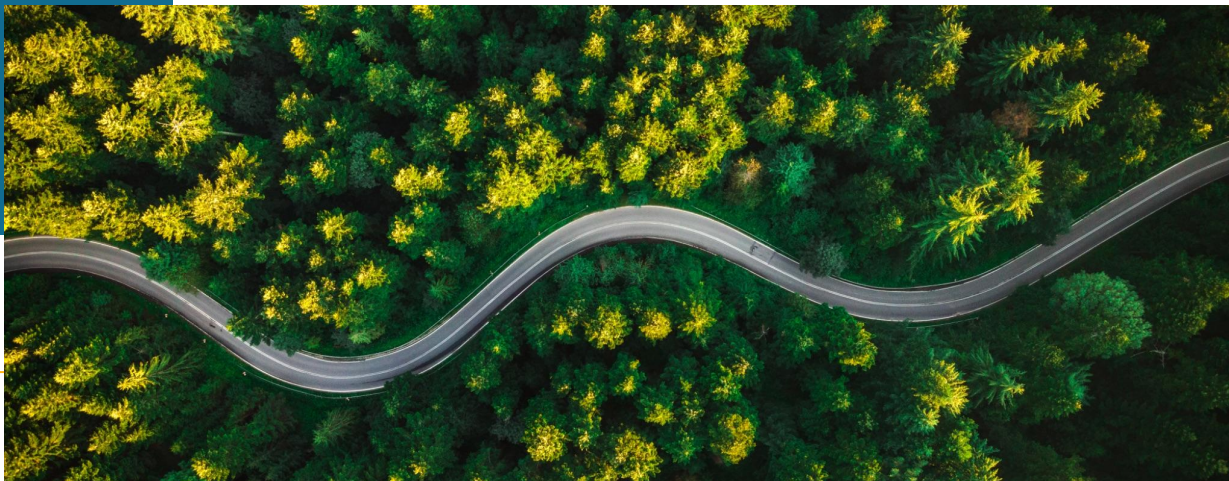
- **Labor Practices:** Business Partners must support and respect fundamental human and labor rights, in compliance with the international and national laws, including the prohibition of forced labor, child labor, discrimination and harassment. Fair wages, reasonable working hours, and safe working conditions should be ensured, in compliance with the international and national laws.
- **Diversity and Inclusion:** Business Partners are encouraged to promote diversity and inclusion within their workforce, creating an environment that values and respects individuals from all backgrounds.



- **Community Engagement:** Business Partners should actively engage with local communities, considering their needs and concerns, and contributing positively to social development.
- **Health and Safety:** Business Partners must prioritize the health and safety of their employees, contractors, and any other stakeholders involved in their operations, in compliance with international and national laws.



Environmental regulation and protection



- **Compliance with Laws and Regulations:** Business Partners must comply with local, national and international environmental protection legislation and regulations and obtain the necessary environmental permits.
- **Resource Conservation:** Business Partners s should strive to minimize the consumption of natural resources, reduce waste, and promote recycling and reuse practices.



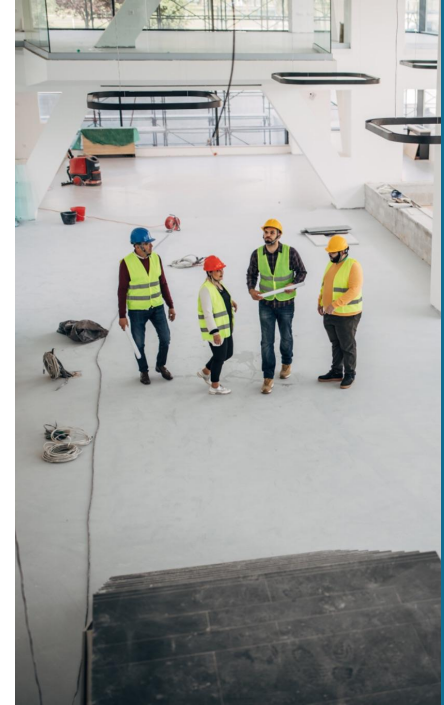
- **Carbon Footprint:** Business Partners are encouraged to measure and disclose their carbon footprint, as well as take steps to reduce greenhouse gas emissions within their operations.
- **Biodiversity Protection:** Business Partners should work to protect and preserve biodiversity, avoiding actions that may contribute to deforestation, habitat destruction, or other adverse impacts on ecosystems.



Governance



- **Ethical Business Practices:** Business Partners must conduct their business with integrity, avoiding bribery, corruption, and other unethical practices. Corruption in any form is not accepted, including bribery, extortion, kickbacks and improper private or professional benefits to customers, agents, contractors, Business Partners or employees of any such party or government officials. All forms of corruption must be countered.
- **Competition and antitrust laws:** Business Partners shall comply with applicable competition and antitrust laws and regulations. This means, among other things, not to engage in market sharing, price fixing, market sharing.



- **Data Protection:** Business Partners should respect data privacy and security, handling any confidential information in accordance with applicable data protection laws.
- **Conflict of interest:** Conflict of interest between EMI GROUP and a Business Partner must be avoided. EMI GROUP expects the Business Partners to protect all confidential information provided by EMI GROUP and respect the intellectual property of EMI GROUP and others.



By aligning with this Code of Conduct, Business Partners contribute to EMI GROUP's commitment to sustainable business practices and help build a better future for all stakeholders involved.





This code of conduct reflects our commitment to a sustainable and responsible future. Each of us plays a crucial role in achieving these goals, and our actions must always align with ESG values.