

SUPPLIER CODE OF CONDUCT

Preamble

Coficab is a global leader in the design, manufacturing, and sales of cables and wires.

Passion, Ethics, Commitment, and Teamwork are values that Coficab is extremely proud of as they represent the cornerstones of Coficab's sustainable development.

Coficab is committed to environmentally and socially responsible business management.

Supplier plays an important role in Coficab's value chain.

Therefore, this Supplier Code of Conduct ("Code") has been created to define the requirements Coficab's supplier must comply with in its dealings with Coficab and its employees. This Supplier Code of Conduct is based on Coficab's Code of Conduct and other internal policies as well as international conventions and standards.

This Supplier Code of Conduct includes the following **sections**:

- I. **GENERAL**
- II. **LABOR AND HUMAN RIGHTS**
- III. **OCCUPATIONAL HEALTH AND SAFETY AT WORK AND ENVIRONMENTAL SUSTAINABILITY**
- IV. **BUSINESS INTEGRITY**
- V. **GLOBAL TRADE**
- VI. **REPORTING**
- VII. **INFORMATION AND CONSENT OF SUPPLIER**

I. **GENERAL:**

This Code shall form an integral part of any agreement between Coficab and the supplier and it applies to all Coficab suppliers and their group companies and affiliates as well as their employees and agents (hereinafter individually and collectively referred to as the "Supplier").

Supplier shall insure to pass on the same obligations included in this Supplier Code of Conduct to their affiliates, contractors, and subcontractors.

The Supplier must fill in a self-assessment questionnaire and authorizes Coficab to conduct sustainability audits at the supplier's production sites, at any time with reasonable notice, to monitor compliance with this Code.

Any noncompliance with this Code of Conduct would result in serious consequences, up to termination of the business relationship between Coficab and Supplier.

II. **LABOR AND HUMAN RIGHTS:**

1.A Violence-free/harassment-free Workplace:

The Supplier should condemn any acts or threats of physical or psychological violence in their workplace.

The Supplier should prohibit harassment and bullying in any form in the work environment.

2. Equal opportunity/Non-discrimination:

The Supplier should be firmly committed to providing equal opportunity in all aspects of employment. Employees should be recruited, rewarded, and developed based on their merit, fairly and without discrimination, regardless of race, nationality, religion, gender, age, sexual orientation, marital status, pregnancy, or disability.

The Supplier should promote diversity, equity, and inclusion in the workplace.

3. Child labor and forced labor:

The Supplier should not condone or employ anyone underage. The Supplier should prohibit child labor.

No forced labor, slave labor, minorities labor, or similar form of labor may be used. All work must be done by choice, and employees must be able to end the work or the employment relationship at any time.

4. Working hours/salary wages:

The working hours must comply with the applicable laws and industry standards. Overtime is only permitted if it is performed on a voluntary basis and does not exceed a total of legally permitted overtime hours per week.

The wage for regular working hours and overtime must comply with at least the statutory national minimum wage or the customary minimum wage for the industry, whichever is higher. In every case, the wage for overtime hours must be higher than the wage for regular hours.

5. Freedom of Association:

Supplier's employees are entitled to freedom of association as provided by relevant legislation.

6. Unlawful Eviction of Land:

Supplier's business activities affecting directly or indirectly residents, people, and communities shall not lead to unlawfully evicting or depriving people of their homes, lands, and waters. Supplier shall respect their rights.

7. Prohibition of Violent Security Forces:

The Supplier shall refrain from Hiring or using violent private or public security forces. No use of violent, cruel, and inhumane treatment or excessive force leading to injuries of life/body or impairing the freedom of assembly and association shall be allowed by the Supplier to hire security forces.

III. OCCUPATIONAL HEALTH AND SAFETY AT WORK AND ENVIRONMENTAL SUSTAINABILITY:

1. Occupational Health and Safety at work:

COFICAB expects Supplier's operational and management systems, as well as its employees, to work towards preventing occupational injuries and illnesses. Therefore, we expect our suppliers to promote the application of occupational health & safety standards and policies that guarantee:

A Safe & Healthy work environment that meets the requirements regarding the prevention of occupational risks, in accordance with the provisions of international labor standards, the legislation of the country where they carry out their activity, and Coficab requirements.

Facilities that guarantee industrial hygiene, sufficient lighting and ventilation, toilets, and access to potable water, with safety equipment in case of fire and adequate protection for each activity. Furthermore, the facilities must be built and maintained in accordance with the standards in force in the applicable legislation and regulations.

Preventive measures to avoid accidents and occupational diseases, providing responses to emergency situations during work activities.

Emergency plans that include procedures for warning and evacuating workers, training and drills in emergency situations, appropriate first-aid supplies, appropriate fire detection, and fighting equipment, and adequate exit means, as well as readiness and medical care in emergency situations, so that they can ensure their safety and that of other people around them who may be affected during the development of the activity.

Supply of material, spare parts, and equipment in general approved in terms of Occupational Health and Safety at work under the terms of the legislation in force.

2.Environmental sustainability:

Coficab is committed to preserving the environment, complying with all applicable environmental laws and regulations, showing continuous improvement in its environmental performance, and following industry best practices for this purpose. Therefore, Coficab requires its Supplier to comply with all legally applicable environmental requirements, in force in each country where the supplier has operations, minimizing impacts on the environment, promoting measures that combat climate change, and respecting biodiversity, land use, deforestation and take in consideration soil quality, animal welfare, noise emissions as well as prove continuous improvement of its environmental performance.

The Supplier should make every effort to obtain, keep up-to-date and closely follow the guidelines regarding the reporting of all required environmental permits and those records are always in compliance with legal requirements.

The Supplier should document and implement an appropriate environmental management system (based on international standards such as ISO 14001:2015) designed to identify, control, and mitigate significant environmental impacts.

Supplier is expected to optimize their energy efficiency and consumption of natural resources, including the commitment to responsible use of renewable energy and water, and to recycling whenever possible. Life cycle analyses/assessments should also be considered in order to find the best environmental solutions throughout the value chain.

The Supplier must implement and prove viable measures to prevent pollution, and minimize the generation of solid waste, wastewater, and atmospheric emissions (GHG). Before discharging or disposing of waste, the Supplier must characterize and treat wastewater and solid waste appropriately and in accordance with current legislation and regulations. Furthermore, emissions are to be monitored, controlled, and treated as required to achieve decarbonization targets.

The management of raw materials is deemed important by Coficab, considering the high consumption of valuable materials as an essential part of the production process.

Materials used by the Supplier are to be reduced, when possible, by practices such as production modification and technological improvements, maintenance and facility processes, materials substitution, conservation, recycling, and reusing of materials.

As for the safety of the products supplied, The Supplier must comply with the legislation in force in the country where the supply takes place. Products will be well packaged and labeled in accordance with local legislation and international agreements on transporting of dangerous goods. For Chemical products, the Supplier must provide the Safety Data Sheet, to ensure their safe handling, movement, storage, use, recycling or reuse and disposal, as well as any other information that allows the Coficab to fulfill its obligations. The supplier must ensure that their key employees are trained and aware of the practices used for chemical products.

IV. BUSINESS INTEGRITY:

1. Conflict of Interest:

Supplier's employees are expected to avoid engaging in activities that conflict with or appear to conflict with the best interest of the Supplier or its Customers.

Conflict of interest includes any situation, in which a provider, employee, potential employee, or any other stakeholder has an actual, or potential interest, financial and non-financial that may, in performing a service to Coficab, influence an objective decision.

A conflict of Interest situation can arise when an employee has interests (financial or otherwise) that may bias objectivity, potentially affecting Coficab's interest.

2. Prohibition of Corruption, Bribery, and money laundering:

The Supplier employees are expected to have zero tolerance for corruption and to ensure compliance with all governing anti-corruption laws. As such, Supplier's employees should not accept, provide, offer, authorize, or promise to provide anything of value in order to secure an improper advantage or obtain or retain business.

The Supplier should firmly be opposed to all forms of money laundering and will comply with all applicable anti-money laundering laws and should take steps to prevent Coficab's financial transactions from being used by others to launder money.

3. Fair Business and Competition:

In order for the Supplier to compete lawfully and with integrity, the Supplier should fully comply with the competition laws in place and in the countries where Supplier does business.

4. Personal data privacy:

The Supplier should handle personal data to the extent necessary for relevant business purposes, fulfillment of customer needs, and administration of employees.

The Supplier should be committed to respecting Personal Data regulations in every country, where it operates.

When processing Personal Data, it is Supplier's duty to ensure that all data is managed and handled appropriately, in accordance with applicable laws, regulations, and internal regulations to avoid any unauthorized usage or security incidents.

5. Confidentiality:

Supplier's employees should hold all Confidential Information in strict confidence and should not directly, or indirectly, or in order to gain a benefit- disclose, take pictures, use, copy, publish, summarize, use out of the agreed purpose, destroy, delete, or remove any Confidential Information unless they obtain the written consent of the Legal Department and/or entity leadership.

Supplier's employees should keep confidential the proprietary information of Supplier's customers, vendors, consultants, shareholders, employees, applicants, and other parties to the same extent as they do to Supplier's Confidential Information.

6. Intellectual Property:

Supplier should safeguard Supplier's Intellectual Property and respect the Intellectual Property of third parties.

Authorization and necessary legal documentation are needed before the intellectual property can be shared with third parties. If Supplier's employee needs to share Intellectual Property with a business partner or third party, or if a third party is developing Intellectual Property for/with Supplier, Supplier's employee should contact the Legal Department to draft and review the partnership contracts and Non-Disclosure Agreements, or for advice.

It is important to respect others' Intellectual Property. Third-party Intellectual Property should never be obtained improperly or used without proper license or approval.

7. Financial Responsibilities & Accurate Records:

The supplier should accurately record, maintain, and report business documentation, including but not limited to financial accounts, quality reports, time records, expense reports, and submissions to Coficab, customers, or regulatory authorities.

The Supplier should maintain books and records that accurately and completely reflect all transactions related to their Coficab business and each of their submissions to Coficab, customers, and regulatory authorities must be accurate and complete. They should never make any entry in their books and records or alter, conceal, or destroy any document to misrepresent any fact, circumstance, or transaction related to Coficab business.

V. GLOBAL TRADE:

1. Counterfeit Parts:

Supplier should develop, implement, and maintain methods and processes appropriate to its products and services to minimize the risk of introducing counterfeit parts and materials into products.

2. Export and Import Regulations:

Supplier should ensure to comply with national and international import and export control laws. These comprise but are not limited to sanctions, embargos, and other laws, regulations, and directives controlling the transmission or shipment of goods, technology, and payments.

3. Conflict Minerals:

The Supplier should understand the source of the raw materials used in its products. the Supplier should reliably determine the origin and source of such minerals in order to ensure that sourcing of

such minerals does not directly or indirectly finance or benefit any armed groups, directly or indirectly breach human rights or negatively impact the environment.

VI. REPORTING:

1. Complaint mechanism:

Supplier should establish an effective Reporting mechanism for its employees and third parties who could be affected by negative impacts.

2. No Retaliation:

Supplier should not tolerate any form of retaliation, against anyone for making a good faith report based on reasonable suspicions of actual or potential misconduct. Any retaliatory conduct against someone who has raised an ethics or compliance concern may be subject to possibly termination.

Retaliation is defined as any negative action taken against a person who, in good faith and based on reasonable suspicions, reports about actual or potential misconduct.

VII. Training:

Supplier should Program training for managers and workers to implement Supplier’s policies, procedures, improvement objectives and to meet applicable legal and regulatory requirements.

VIII. INFORMATION AND CONSENT OF SUPPLIER:

By signing this document, Supplier commits to act responsibly and adhere to the principles and requirements specified herein. Supplier commits to communicate the content of this Code in a comprehensible manner to employees, contractors and subcontractors and to make all necessary arrangements to meet the requirements.

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Date

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Supplier

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Name

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Function

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Signature / Company stamp