

SENERGIA SUPPLIER CODE OF CONDUCT

The SENERGIA Supplier Code of Conduct outlines the values that guide our operations. We expect all suppliers to adhere to the policies outlined below when interacting with SENERGIA, their own employees and suppliers, as well as third parties, including government officials.

We require all suppliers to read and comply with the principles outlined below.

1. CODE OF CONDUCT

1.1 General Requirements

SENERGIA requires its suppliers to be committed to ethical conduct, full compliance with all applicable national laws and international treaties, and respect for human rights in the spirit of internationally recognized standards. *Furthermore, we demand that every supplier actively work towards reaching the 17 UN development goals.*

1.2 Compliance with Laws and Rules of Society

SENERGIA requires its suppliers to fully comply with all applicable laws and regulations.

1.3 Intellectual Property and Publicity

SENERGIA expects its suppliers to conform to all applicable laws and international treaties on intellectual property and to refrain from infringing on any party's intellectual property rights. Additionally, SENERGIA expects its suppliers to comply with all applicable agreements on confidentiality or non-disclosure.

1.4 Improper Payments or Benefits

Suppliers shall not make any direct or indirect bribes or other payments of any amount, or hospitalities (direct or indirect), such as entertainment or gifts, of an excessive nature for the benefit of SENERGIA's employees or customers.

1.5 Conflict of Interest

Suppliers shall avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest while engaged with SENERGIA. A conflict of interest occurs when a representative of a supplier seeks to further his/her personal interest, or that of a friend or relative, due to his/her position as a representative of a supplier. Suppliers are required to report any situations of potential or apparent conflicts between their personal interests and the interests of SENERGIA. SENERGIA requests suppliers to confirm that they are not directly or indirectly owned by SENERGIA employees or their immediate family, or that such persons have no vested interest in the supplier. Suppliers must immediately disclose in writing any such changes in their ownership should they occur later.

2. ENVIRONMENTAL IMPACT

SENERGIA is committed to minimizing the negative environmental impact of our operations and expects our suppliers to do the same. To this end, we require our suppliers to:

- (i) Work actively with environmental impact assessment and goals.
- (ii) Strive to reduce or eliminate waste and emission of all types.
- (iii) Have a management system with continuous follow-up to ensure adherence to their environmental goals.
- (iv) Follow all applicable environmental laws and regulations.

3. FAIR LABOR AND WORK ENVIRONMENT

3.1 Fair Trade

SENERGIA expects its suppliers to treat their employees in a fair and equal manner. We strongly believe that non-discrimination is both an ethical standard and a fundamental human right. SENERGIA will not tolerate discrimination, whether due to race, color, sex, age, religion, political opinion, national, ethnic origin, or any other characteristic protected by law.

3.2 Child or Forced Labor

SENERGIA will not accept child or forced labor under any circumstances and expects all suppliers to adhere to the ILO conventions and UN Convention on the Rights of the Child.

3.3 Working Environment

SENERGIA strongly believes that all employees are entitled to a safe and healthy working environment and have the right to be free from violations of personal integrity. Any type of harassment, regardless of the intent, whether direct or indirect, physical, or verbal, is prohibited and not accepted. SENERGIA expects its suppliers to ensure that all its employees are allowed to work in a harassment-free environment.

3.4 Wages and Benefits

SENERGIA suppliers shall ensure that compensation paid to their employees complies with all applicable wage laws, including those relating to minimum wages, overtime hours, and mandatory benefits.

3.5 Freedom of Association

SENERGIA suppliers shall recognize the right to collective bargain and uphold freedom of association.

4 HEALTH AND SAFETY

SENERGIA expects its suppliers to maintain an adequate administrative policy on health and safety ensuring, at minimum, compliance with local law.

5. CSR

SENERGIA expects all its suppliers to support and respect the protection of human rights in accordance with the ten principles of UN global compact. In addition to this, SENERGIA requires its suppliers to have a management system in place to ensure compliance with applicable laws, regulations, and the requirements stated above. The management system shall facilitate continuous improvement and, as a minimum, include the following elements:

5.1 Management system

(i) Corporate social and environmental responsibility statements affirming the supplier's commitment to compliance and continuous improvement.

(ii) Clearly identified company representative(s) responsible for ensuring implementation and periodic review of the status of the management systems.

(iii) Identification, monitoring, and understanding of applicable laws, regulations, and customer requirements.

(iv) Process to identify and control the environmental, health and safety, and labor practice risks associated with the supplier's operations.

(v) Periodic self-evaluations to ensure conformity to legal and regulatory requirements, to the content of this Code, and to customer contractual requirements related to social and environmental responsibility.

6. COMPLIANCE WITH THIS SUPPLIER CODE OF CONDUCT

SENERGIA requires that all suppliers read and comply with this SENERGIA Supplier Code of Conduct.

Supplier:

Signature