EWQ Supplier CSR Code of Conduct

The purpose of this code of conduct is to ensure that EWQ's products and services are produced responsibly throughout the entire value chain. Sustainability encompasses reducing environmental impacts, promoting employee well-being, building a diverse work community, and adhering to ethical practices in all business relationships.

This code of conduct defines the minimum requirements that EWQ's suppliers must comply with in their own operations and supply chains. The principles cover human rights, working conditions, environmental responsibility, and business ethics. Suppliers must ensure that their employees, subcontractors, and partners act in accordance with these principles and continuously improve their practices.

EWQ seeks to work exclusively with suppliers who share this commitment. EWQ has established minimum requirements that suppliers must respect and follow in their operations and supply chains. Suppliers are also expected to continuously develop their practices in line with this guideline. Each supplier is responsible for ensuring that its employees, suppliers, and subcontractors comply with these requirements.

These principles have been approved by EWQ's Board of Directors, which is committed to monitoring their ongoing implementation.

Human Rights and Labor Principles

Suppliers must comply with all applicable laws and international human rights standards, including the United Nations Universal Declaration of Human Rights. The use of child labor and forced labor is strictly prohibited, and employment must always be voluntary. Employees must have the right to reasonable notice periods and freedom of movement outside working hours. They must also have the right to organize and engage in collective bargaining. Discrimination based on age, gender, religion, sexual orientation, disability, political opinion, or ethnic origin is prohibited. Harassment, threats of violence, and physical or verbal abuse are unacceptable under any circumstances.

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Working Conditions and Workplace Safety

Suppliers must provide all employees with a healthy and safe working environment. Employees must be instructed in safe working practices and provided with adequate induction, training, and appropriate tools. Suppliers are responsible for considering labor rights, occupational health and safety aspects in their operations, as well as actively identifying, preventing, and managing related risks. Employees must have the necessary training for their tasks and be properly inducted. Suppliers must pay employees in accordance with applicable laws and collective agreements and comply with all related obligations and regulations. Accidents and injuries must be prevented, and all incidents related to occupational health and safety must be documented and investigated. Suppliers are encouraged to continuously assess safety and health risks. Employees must not work or appear at the workplace under the influence of alcohol or drugs. Suppliers must have effective procedures and guidelines in place to prevent substance abuse.

Environment

Suppliers are expected to be aware of their environmental impacts and take them into account in their operations. Environmental legislation must be strictly observed. Services, products, and processes must be designed to ensure efficient use of energy, natural resources, and raw materials, while minimizing waste and residual products. Suppliers must avoid environmentally hazardous materials and methods where suitable alternatives are available.

Business Ethics

Suppliers must comply with all applicable laws and regulations and conduct business fairly and responsibly. Bribery and corruption must be prevented. Suppliers must not pay or accept bribes or offer or promise any undue advantage, either directly or through intermediaries. Free and fair competition must be respected globally, and competition laws must be observed in all jurisdictions where suppliers operate.

Responsible Procurement

Suppliers commit to preventing prohibited restrictions on competition and supporting responsible procurement within their own supply chains. Suppliers must know and carefully select their business partners and identify and prevent risks related to illegal business practices or violations of this Supplier Code of Conduct.

Data Protection, Information Security, and Responsible Technology Use

Suppliers must comply with EWQ's Data Protection Policy and Security Policy. All personal, confidential, and sensitive data must be handled lawfully, securely, and only for the agreed purpose. EWQ may process data related to the supplier relationship—including through artificial intelligence—to improve its products, services, and operational capabilities, in accordance with applicable data protection regulations.

Suppliers must ensure that the technologies they use, including AI, meet ethical and legal requirements. Such technologies must not introduce discriminatory outcomes, security risks, or a lack of transparency, and must be safeguarded and monitored to prevent misuse.

Engagement and Continuous Improvement

Suppliers are expected to continuously improve their operations in line with responsibility principles. If shortcomings in supply chain sustainability are identified, EWQ will address them and initiate an engagement process where necessary. EWQ provides suppliers with the opportunity to correct identified deficiencies. If serious violations occur or dialogue cannot be established, cooperation may have to be terminated. Effective engagement begins with responsible practices and collaboration with partners who share the same values and principles.

Suppliers commit to completing an annual self-assessment of their operations regarding sustainability. This process supports continuous improvement and transparency throughout the entire supply chain.

Reporting Misconduct

EWQ does not tolerate misconduct and requires that any suspected violations be reported without delay.

Confirmation and Signature

Your approval of the Supplier CSR Code of Conduct is needed if you want to continue or become our supplier.

Approval of EWQ CSR Code of Conduct is done by answering the email sent to you or by signing this document:

Date and place:

_____ _____

Sampo Brisk
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CEO
ESG & CSR Director

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