



HUMAN RIGHTS AND WORKING CONDITIONS POLICY

1. POLICY STATEMENT

Ensy Group is committed to respecting internationally recognized human rights. We support the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the ten principles of the United Nations Global Compact. We strive to adhere to the principles set forth in these standards, as they may apply to us and the products we provide, and to comply with all applicable human rights and working condition laws, where we operate. We expect the same from our suppliers. The working conditions of our employees are, at minimum, in compliance with internationally recognized labor standards and the national laws. When national law directly conflicts with international human rights standards or does not fully comply with those standards, we will seek ways to respect internationally recognized human rights.

2. OUR COMMITMENT

a. Forced Labor and Human Trafficking. **Ensy Group** prohibits any labor practices utilizing prison, slave, forced, bonded, or indentured labor in our operations and will not engage in any other form of compulsory labor such as human trafficking. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. For foreign migrant workers, **Ensy Group** will provide return transportation or pay for the cost of return transportation upon the end of employment if required by law or contract.

b. Child Labor. **Ensy Group** will not employ anyone below the minimum age for employment according to applicable regional law, and in any case no one under the age of 16 shall be employed. Any persons under the age of 18 will not perform any hazardous work that could jeopardize their health or safety, including night shifts and overtime.

c. Protection from Discrimination and Harassment. **Ensy Group** prohibits any form of discrimination or harassment on the basis of sex, race, age, color, disability, ethnic or national origin, indigenous status, sexual orientation, gender identity or gender expression, veteran status, pregnancy, religion, social or marital status, or other status protected by applicable law. In addition, **Ensy Group** recognizes the benefits of diversity and inclusion and the need to respect and protect the rights of minority and women's groups.

d. Humane Treatment. **Ensy Group** prohibits any form or threat of harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or abuse of workers.

e. Hiring Process. **Ensy Group** commits to provide workers with a description of the terms of their employment in the language in which the candidate is fluent. In the case of migrant workers, this must be provided prior to the worker departing from their country of origin. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment.

f. Voluntary Work. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment. **Ensy Group** and its agents may not hold or otherwise destroy, conceal, confiscate, or deny access by workers to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law.

g. Environmental, Health and Safety ("EHS"). **Ensy Group** provides a safe and healthy work environment that complies with all applicable laws pertaining to health and safety in the workplace. As part of providing a safe and healthy workplace, sites will not implement unreasonable restrictions on workers' freedom of movement during their time on-site. In addition, **Ensy Group** commits to continual improvement of its operations, progressively reducing the potential EHS impact of its activities, by

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focusing on the health, safety, and productivity of employees and processes, efficient use of natural resources, and prevention of pollution. For foreign migrant workers, **Ensy Group** will provide or arrange housing that meets the host country housing and safety standards if required by law or contract.

h. Working Hours. **Ensy Group** complies with all applicable laws and agreements related to working hours, breaks, holidays, and leave periods. **Ensy Group** generally will not require its employees to work more than 60 hours per week, including overtime, except in emergency or unusual situations, and workers shall be allowed at least one day off every seven days.

i. Fair wages. **Ensy Group** is committed to providing fair and equitable pay for all of our employees. Compensation paid to workers shall comply with all applicable wage laws where we operate, including those relating to minimum wages, overtime hours, and legally mandated benefits. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

j. Freedom of Association and Collective Bargaining. **Ensy Group** respects our employees' rights to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly, as well as the right of workers to refrain from such activities. Employees shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. If employees participate in a strike for a lawful object, **Ensy Group** shall not interfere with, impede, or diminish their right to strike, or to affect the limitations or qualifications of that right.

3. EXPECTATIONS FOR OUR SUPPLIERS

As part of our commitment to fostering the principals set out in this Policy throughout our supply chain, **Ensy Group** makes available to all our suppliers this Policy. We consider non-compliance with these principles when selecting our suppliers. We also conduct supply chain assessments when considered necessary to monitor compliance with our Policies.

4. QUESTIONS & REPORTING CONCERNS

Ensy Group strives to create a workplace in which open and honest communications among all employees are valued and respected. We are committed to compliance with applicable labor and employment laws. We also ensure employees are aware of this Policy through training. Any employee who has questions about this Policy or would like to confidentially report a potential violation of this Policy, should raise those questions and concerns with the Company's management or the Human Resources Department. No reprisal or retaliatory action will be taken against any employee for raising concerns under this Policy. **Ensy Group** will investigate, address, and respond to the concerns of employees and will take appropriate corrective actions in response to any violation. This Policy is intended to supplement and strengthen **Ensy Group's** commitments under the Business Ethics Policy.

GENERAL MANAGER ENSYRO

Petre Coman



Cluj-Napoca, 15.06.2024

CEO ENSY GROUP

Edgar Odegård

