

Code of Ethics and Conduct for Suppliers

Enaex Europe SAS
Davey Bickford Enaex Europe SAS
Davey Bickford SAS



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Created by :	Revised par :	Approved by par :
Legal & Risk Department Enaex Europe		
Date created : 17/12/2025	Revision Date :	Date of approval :

WHY THIS CODE OF ETHICS AND CONDUCT FOR SUPPLIERS?

Following the example of the commitments made by Chilean partner ENAEX S.A. in its 'Global Code of Ethics and Conduct for Suppliers' for all companies within the Enaex Group, the (French) company ENAEX EUROPE SAS and its direct subsidiaries;

- DAVEY BICKFORD SAS
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which together form the ENAEX EUROPE GROUP, adopt and reiterate for themselves, as reflected in this Supplier Code of Ethics and Conduct, the rules of conduct contained in the Enaex Group's 'Global Code of Ethics and Conduct for Suppliers', subject only to any additions and adaptations that may be required by the applicable legislative and regulatory framework.

With this in mind, ENAEX EUROPE SAS (the Company) requires its stakeholders, namely its suppliers, agents, subcontractors, service providers, advisers, consultants and other third parties (hereinafter referred to as Suppliers), their subsidiaries or affiliates, as well as their own subcontractor chains, to comply with its principles.

ENAEX EUROPE SAS encourages its Suppliers to encourage their own suppliers to comply with its principles. Suppliers and their employees are required, as a minimum, to comply with the requirements set out in this Supplier Code of Ethics and Conduct or with the laws and regulations in force in each of the jurisdictions in which the Suppliers operate, if these are more stringent.

The rules set out in this Supplier Code of Ethics and Conduct are not intended to replace the applicable national and international legislation with which Suppliers must strictly comply.

They must be known and applied by all Suppliers of the ENAEX EUROPE GROUP.

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RECITAL

This Supplier Code of Ethics and Conduct expresses the firm commitment of ENAEX EUROPE, its Board of Directors, its Chairman and all members of its Executive Committee (COMEX) to ensuring that business is conducted in accordance with the most stringent rules, in perfect harmony with the values and principles of the Enaex Group.

This Code applies to all suppliers of ENAEX EUROPE and its subsidiaries.

By complying with the ethical standards it defines, everyone contributes directly to preserving the image, credibility and reputation of the Enaex Group as a whole.

The ethical approach promoted by this Code stems from a strong and shared conviction: that integrity, responsibility and professionalism must guide all our relationships and activities. It forms the basis of the trust that ENAEX EUROPE, like the entire Enaex Group, is committed to establishing and maintaining with its partners and stakeholders.

Each Supplier is therefore invited to fully embrace these principles and integrate them into their daily practices. This Supplier Code of Ethics and Conduct is a common reference framework;

It should serve as a guide and example for all our behaviour and collaborations.

Esteban Fisher
CEO of Enaex Europe

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CODE OF ETHICS AND CONDUCT FOR SUPPLIERS

1. Introduction

Suppliers and subcontractors are an integral part of the value chain of all entities that make up the Enaex Group. That is why we encourage understanding and adoption of the guidelines for conduct set out in our Corporate Code of Ethics, Crime Prevention Model and the principles of the United Nations Global Compact, which govern our activities and our relationships with our stakeholders.

This Code of Ethics and Conduct (the Code) sets out the ethical principles and minimum standards of conduct that guide the actions of suppliers, agents, subcontractors, service providers, advisers, intermediaries, consultants and other third parties (hereinafter Suppliers) who have a relationship with the Enaex Group. Please note that these guidelines do not replace or supersede other internal policies and/or procedures, but rather complement them, in conjunction with applicable law.

Compliance with this Code is a key factor in the selection and evaluation of our Suppliers. We also expect our Suppliers to share these principles and apply them throughout their supply chain.

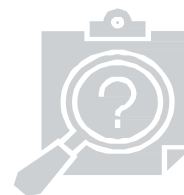
Please note that the Enaex Group's choice and selection of suppliers must always be based on technical, professional and ethical criteria in order to meet our needs. Bids will be selected on the basis of objective factors such as competence, timeliness, price and quality. The selection procedures will be transparent, established in advance and justifiable to the senior management of Enaex and its subsidiaries.

The companies of the group shall refrain from negotiating with companies or individuals whose honesty or ethics give rise to reasonable doubt.

Excerpt from the Global Code of Ethics and Conduct for Suppliers _ Introduction_Enaex SA

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2. Compliance with local laws and regulations

Suppliers must comply appropriately and in good faith with all laws, administrative rules and regulations in force in the country, state, region or province where they operate, including Law No. 2016-1691 of 9 December 2016, known as the Law Sapin 2.

3. Fighting corruption and influence peddling

Suppliers must not commit or engage in acts of corruption, understood as 'behaviour whereby a person solicits, agrees to or accepts a gift, offer or promise, presents or advantages of any kind with a view to performing, delaying or omitting to perform an act falling directly or indirectly within the scope of their duties. Acts of corruption include, among others, bribery, money laundering, terrorist financing, theft, extortion, fraud, influence peddling, unreported conflicts of interest and misuse of an organisation's assets.

As a guiding principle, the ENAEX EUROPE GROUP does not engage in, tolerate or accept any form of corruption or bribery. It is absolutely unacceptable for a Supplier or business partner to offer, pay, solicit or accept bribes in any form, whether directly or indirectly, in order to obtain an undue advantage.

Failure to comply with this guiding principle will constitute a serious breach of the business relationship, resulting in the immediate termination of any contract and possibly leading to legal action.

Violations or breaches of anti-corruption laws may result in severe penalties, such as fines and criminal prosecution, depending on the jurisdiction.

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4. Prevention of conflicts of interest

Suppliers will be selected on the basis of their value and skills, without any form of favoritism.

Employees of the ENAEX EUROPE GROUP must report and avoid any conflict of interest in which their personal interests, friendships or family relationships could take precedence over the interests of the ENAEX EUROPE GROUP. Any relationship of this nature must be reported in advance and measures must be taken to ensure the independence of Suppliers in accordance with the Conflict of Interest Prevention and Management Policy.

5. Gifts and Invitations

Employees of the ENAEX EUROPE GROUP and Suppliers may exchange gifts, invitations and other tokens of courtesy provided that these are reasonable, occasional and comply with the principles set out in the ENAEX EUROPE GROUP's Gifts and Invitations Policy.

Under no circumstances may our employees offer or accept gifts and invitations that could influence or be perceived as influencing a decision or action.

6. Human rights and labour rights

- a) *Suppliers must not under any circumstances use or benefit from child labour, forced labour, slave labour or servitude. They shall only employ adults who agree to work voluntarily, in accordance with the legislation in force.*
- b) *Suppliers must respect the human rights of their employees, agents, partners and subcontractors. Consequently, none of them shall be subjected to physical or psychological violence, sexual abuse, or physical or psychological harassment by the Supplier.*
- c) *Working hours and wages must comply with the provisions of applicable national legislation. This includes, in particular, compliance with laws and regulations relating to modern slavery, minimum wage, working hours, overtime, and social benefits.*
- d) *Suppliers are required to recognize the principle of freedom of association and the right to organize and the right to vocational training.*
- e) *Suppliers shall not discriminate in their hiring and employment practices on the basis of ethnicity, origin, religion, nationality, age, gender, disability, political beliefs, physical appearance, or sexual orientation (this list is not exhaustive).*

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7. Health and safety



Suppliers must provide their employees with a safe working environment that does not compromise their health or safety. Where necessary, they must provide appropriate training and personal protective equipment (PPE) to prevent accidents or harmful effects on health.

8. Quality and safety of products and services



All products and services provided by Suppliers must meet the highest quality and safety requirements and standards set forth in the laws in force in each country, in addition to the quality requirements of the ENAEX EUROPE GROUP.

9. Confidentiality



Suppliers must respect the principle of confidentiality regarding the information to which they have access due to their relationship and activity with one of the companies of the ENAEX EUROPE GROUP and its employees.

10. Whistleblowing Channel

The ENAEX EUROPE GROUP has a whistleblowing channel that allows Suppliers to report any violations or non-compliant situations.

For ENAEX EUROPE SAS and its subsidiaries

- Davey Bickford Enaex Europe SAS
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<https://report.whistleb.com/fr/enaexeurope>

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11. *Compliance with the Code*

The ENAEX EUROPE GROUP reserves the right to verify that Suppliers comply with this Code of Ethics and Conduct. If any action or situation that does not comply with this Code is identified, the ENAEX EUROPE GROUP reserves the right to require the Supplier to adopt the necessary corrective measures to ensure strict compliance with the Code. Failing this, the ENAEX EUROPE GROUP reserves the right to terminate the contract(s) concluded with the Supplier for serious misconduct.

It is assumed that Suppliers in relation to ENAEX EUROPE GROUP companies are aware of this Code and its content, which is deemed to form an integral part of the contractual documentation applicable to their commercial relationship.

Each Supplier is requested to complete and return the attached certificate. Failure to return this certificate may lead us to consider this as a risk factor.

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STATEMENT

I certify that our company has received, read and understood the ENAEX EUROPE GROUP Supplier Code of Ethics and Conduct, which includes the following companies:

- *Enaex Europe Limited*
- *Davey Bickford Enaex Europe Limited*
- *Davey Bickford Limited*

and that our company will comply with these principles if we are selected as a supplier.

Company Name	Click or tap here to enter text.
Legal Representative	Click or tap here to enter text.
Date	Click or tap here to enter text.
Signature	
Stamp	

Please return the completed and signed statement to: procurement@enaex.eu

- *If you have any questions, please contact:*

Mr Julien GAZEL – Legal & Risk Officer – Legaldepartment@enaex.eu

- *To report any misconduct: <https://report.whistleb.com/fr/enaexeurope>*

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