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ENAMINE LTD

Supplier Code of Conduct

Our Company adheres to high ethical standards of business conduct in compliance with the laws of Ukraine, internal policies, and Enamine's Code of Ethics. This document outlines the expectations for our suppliers who currently have or wish to establish and maintain business relations with Enamine Ltd (hereafter referred to as "the Company").

We are committed to fostering transparent and trustworthy relationships with all our stakeholders and integrating sustainability principles into every aspect of our Company's operations, including our supply chains. We acknowledge our suppliers' vital role in these processes and expect them to comply with current legislation, international conventions, and relevant corporate management, environmental, and social standards.

We expect that our suppliers will comply with the following regulations and standards and ensure compliance by their suppliers and subcontractors.

MANAGEMENT

Supplier shall:

- **comply** with all applicable national and international trade laws including, but not limited to, competition law, trade control, and sanctions regime.
- **consider** good faith, fair dealing, and high ethical standards crucial to business relationships.
- **monitor** compliance with applicable laws, regulations, and standards.
- **avoid conflicts of interest**, including any cases leading to a conflict of interest and obligations to the Company or potentially causing such a conflict. The Supplier shall immediately notify the Company of any potential or actual conflict of interest.
- **prevent** any forms of bribery, corruption, and money laundering. We expect our suppliers to promptly notify us if they have any information or concerns about the integrity, honesty, and ethics of the Company's employees when entering into purchase contracts.
- **prohibit** offering gifts, hospitality, or other benefits to Enamine's employees or representatives to improperly influence their decision-making, either directly or indirectly.
- **respect** the confidential information of all employees and other business partners and protect their data and intellectual property from misuse; implement due technical and organizational security measures to prevent any accidental or unlawful destruction, loss, alteration, unauthorized disclosure, or access to personal details and business partners' data that are transferred, stored, or otherwise processed.
- **conduct** training to ensure managers and employees understand this Supplier Code of Conduct and relevant laws, regulations, and standards.

ENVIRONMENT

Supplier shall:

- **comply** with all applicable environmental regulations and international conventions on environmental standards.
- **promote** safe and eco-friendly development of production, transportation, use, and disposal of their products.
- **ensure** that the quality and safety of their products meet current requirements using applicable management systems.
- **protect** the life and health of their employees and the broader community from dangers related to production processes and products.
- **efficiently use** resources, implement energy-efficient and sustainable technologies, and minimize waste, air emissions, and soil and water pollution.
- **mitigate** their unfavorable impacts on climate change and water resources.
- **make** reasonable efforts to ensure transparency and public disclosure of their environmental data and goals, including responses to requests for participation in disclosure programs.

SOCIAL ASPECTS

Supplier shall:

- **respect** their employees and prohibit discrimination, unequal treatment, harassment, abuse, or unethical treatment of anyone. This includes discrimination related to ethnic or national origin, race or color, religion or ideology, gender, sexual orientation, gender identity and /or self-expression, age, physical or mental disability, political or trade union affiliation, citizenship, maternity, marital status or any other feature protected by applicable law; the Supplier should foster an inclusive work environment.
- **protect** the internationally recognized human rights of their employees in all activities and prevent the direct or indirect use of forced labor (including, but not limited to, modern slavery and human trafficking), as well as any form of child labor; this requirement applies to all resources produced using such labor.
- **support** freedom of association and the right to collective bargaining following current legislation.
- **provide** wages above the minimum level and specify working hours under local laws; offer compensation based on local living conditions.
- **ensure** that all processes and working conditions are safe for the employees and others.
- **provide** their employees and other stakeholders an opportunity to report any issues or potentially illegal practices in the workplace.
- **consider** these aspects when selecting their suppliers and subcontractors.
- **ensure** transparency and public disclosure of these aspects of protecting human rights and labor relationships, including responding to relevant requests.



We expect our suppliers to implement management systems, promote continual improvement of their business processes, and comply with all the principles outlined herein.

ENAMINE LTD reserves the right to inspect the Supplier's compliance with this Code and demand corrective measures if any reported actions or conditions violate the Code.

REFERENCES

1. United Nations GlobalCompact

<https://www.unglobalcompact.org/>

2. International LabourOrganization

<https://www.ilo.org/global/lang--fr/index.htm>

3. International Organization for Standardization

<https://www.iso.org/home.html>

4. Enamine – Our culture and Values

<https://enamine.net/about-us>

Submission and feedback:

contact@enamine.net

Whistleblowing

<https://enamine.atlassian.net/servicedesk/customer/portal/61>