

ETHICAL GUIDELINES AND WORKING PRINCIPLES FOR OUR SUPPLIERS

At EgeGaz, we strive to build sustainable relationships with our suppliers by establishing, promoting and encouraging adherence to a framework of ethical guidelines and working principles.

EgeGaz suppliers are expected to embrace these ethical guidelines and working principles, to conduct self-assessments of their own, to commit to continuously improving their performance and to engage their own supply chains in the same effort.

1. Management systems

EgeGaz suppliers are expected to ensure that all aspects of their operations, including commercial, logistical, production, financial and human resources processes, comply with all applicable local, national and international laws and regulations.

Going beyond mere compliance, EgeGaz suppliers are expected to demonstrate their commitment to fair working conditions, environmental sustainability, economic and social progress and respect for human rights and ethical principles in their own management approaches.

To achieve this, EgeGaz suppliers are expected to implement and maintain management systems that conform to recognized industry standards.

2. Freedom of association and the right to collective bargaining

Our suppliers must respect employees' unionization rights, such as the right to join or not to join a union and the right to form a union. They must also comply with local and national laws regarding freedom of association and the right to collective bargaining.

3. Prohibition of forced labor and abuse

Our suppliers must comply with all applicable local, national and international laws, regulations and conventions regarding the prohibition of forced labor and the abuse of employees.

4. Prohibition of child labor

Our suppliers must comply with all applicable local, national and international laws, regulations and conventions regarding the prohibition of child labor.

5. Anti-discrimination

Our suppliers must take decisive action to prevent discrimination and verbal or physical harassment in all their workplaces. They must ensure that recruitment, placement, employment, training, compensation and promotion processes are free from discrimination and based solely on talent, performance and experience.

6. Employee health and safety

Our suppliers must provide all their employees with a safe and healthy working environment. In addition to policies and procedures, they must integrate occupational health and safety practices through training and audits. They must comply with all applicable local, national and international laws, regulations and conventions related to safety and health.

7. Working hours and compensation

Our suppliers must operate in full compliance with all applicable laws, regulations and administrative provisions pertaining to wages, working hours, overtime and benefits. They must provide employees with a suitable working environment as well as with training opportunities that allow them to develop their knowledge, skills and abilities.

2. Environmental responsibility

Our suppliers must demonstrate the utmost care in protecting the environment in all their operations. They must comply with all applicable local, national and international laws, regulations, and conventions related to the environment.

9. Confidentiality

Our suppliers are expected to comply with all the terms of any confidentiality agreements they sign with EgeGaz. Information covered by such agreements must not be shared with any third parties without the express permission of EgeGaz.

10. Anti-corruption, including prohibition of intimidation and bribery

Our suppliers must strictly adhere to all anti-intimidation, anti-bribery and anti-corruption laws, ethical and professional guidelines and universal standards. They must set policies needed to

prevent bribery and corruption in all company activities and communicate those policies to all of their stakeholders.

Our suppliers must not offer, provide, or accept any gifts, sums of money, hospitality, or other benefits to or from EgeGaz employees or third parties, including government officials and representatives of public agencies and organizations, which might be seen as compromising anyone's impartiality, influencing the performance of anyone's duties, or violating applicable laws. Our suppliers must not have recourse to any form of extortion, blackmail, or other threatening behavior.

11. Conflicts of interest

There must be no financial, familial, or other relationship between EgeGaz employees and EgeGaz suppliers that could conflict, or appear to conflict, with anyone's obligation to act impartially and fairly. If such a relationship does exist between EgeGaz employee(s) and supplier employee(s), it is the supplier's responsibility to report it to EgeGaz.

12. Transparency and honesty

In their business dealings, our suppliers must not engage in any conduct that might jeopardize mutual trust among anyone's employees, stakeholders, business partners, suppliers, customers, or competitors or within the public at large .

Suppliers are expected to provide any information and/or documentation pertaining to the matters presented above that EgeGaz may deem necessary to establish and maintain a relationship based on mutual trust.

Any information which our suppliers provide as a demonstration of their commitment to the principles outlined in this document will be treated confidentially and may also be used to identify opportunities for ongoing improvement.