

# Ennogen company policies

## Environment And Waste Policy Statement

Ennogen is fully committed to ensuring that it plays its role in reducing waste and the environmental impact of our business activities. Ennogen recognises that combating Climate Change and working towards a sustainable future is a responsibility shared by all which is why we comply with applicable laws, regulations and best practices in the locations in which we operate.

Ennogen similarly encourages its partners, suppliers and contractors to adopt responsible environmental protection and waste policies in line with our values.

## Anti-Slavery Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Ennogen is uncompromising in its rejection of these unethical, inhumane practices.

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

## Anti-Bribery And Corruption Policy Statement

Ennogen policy strictly prohibits all forms of bribery and corruption. All employees are held to the highest standard in this respect and will neither accept nor offer any such inducements.

Ennogen maintains robust policies to safeguard against all such behaviour.

## Anti-Harassment And Bullying Policy Statement

Bullying and harassment, whether physical, verbal, or any other manifestation of such behavior, have no place in the workplace. Ennogen maintains a zero-tolerance policy toward bullying and or harassing behaviors.

To this end, Ennogen has implemented robust prevention and remedial policies in order to cultivate a safe, inclusive, and enjoyable workspace for our employees and partners.

## Human Rights And Labour Standards Policy

Ennogen maintains the highest levels of commitment to upholding fundamental Human Rights and the maintenance of proper Labour Standards.

Ennogen seeks to provide a safe, appropriate work environment where all employees are treated with respect, dignity, and consideration. This commitment is built upon a framework of policies and procedures designed to ensure fairness in the recruitment, development, and retention of all employees.