Code of Conduct
Introduction

The values, vision, mission and strategy of Enics, together with its solid financial performance, form the platform for sustainable development in the Enics Group. The Enics Management Team has a strong commitment to responsible actions and sustainable development.

In order to promote the long-term interests of the Group and its stakeholders, Enics follows the highest legal and ethical standards in its business practices.

Everyone wants to do what is right. As Enics operates in many different cultures, we believe that this Code, based on the United Nations Global Compact, enables Enics to conduct business the right way.

Enics values - Customer, Respect, Responsibility, Success, Innovation – are embedded in the Enics Code of Conduct. These values form the foundation for behavior and significantly influence decisions and actions in all relations with business partners, personnel, society and nature. Every Enics employee is expected to behave and act in line with this Code without exception.

Stricter guidelines or more detailed instructions may be appropriate for certain regions or countries, but they shall not be in contradiction to this Code of Conduct.

This Code is annually reviewed by Enics and presented to the Board for endorsement. We are committed to making changes to the content and implement them when needed.

Enics Management Team
Ethics and the Law

Enics conducts its business with the highest ethical standards and in full compliance with all applicable national and international laws. Enics meets the requirements of good citizenship in each country and conducts its business in line with their respective jurisdictions, covering any and all business transactions, agreements, procedures and other activities conducted by Enics.

This includes, but is not restricted to, those laws relating to antitrust and promoting fair competition, corporate governance, bribery prevention, illicit payments and corruption, labor laws and practices, the environment, human rights laws and internationally recognized standards. It also includes safety in the intended use of the products and services Enics delivers to customers, as well as protection of copyrights, company assets and other forms of intellectual property. Enics practices good corporate citizenship wherever it does business.

Enics respects the privacy and integrity of its stakeholders and follows relevant standards to protect privacy when processing personal data and product information. All personal data collected and held by Enics is processed fairly, lawfully and carefully and in a way that protects the privacy of the individual.

Enics practices good corporate citizenship wherever it does business
Respect for Human Rights

Enics respects and promotes human rights. Enics recognizes that human rights are considered fundamental and universal, based on accepted international laws and practices such as those of the United Nations’ (UN) Universal Declaration of Human Rights, the International Labor Organization and the UN’s Global Compact principles.

Among those rights that Enics views as fundamental and universal are: freedom from any discrimination based on race, creed, color, nationality, ethnic origin, age, religion, gender, gender reassignment, sexual orientation, marital status, connections with a national minority, disability, or other status, freedom from arbitrary detention, execution or torture; freedom of peaceful assembly and association, freedom of thought, conscience and religion, and freedom of opinion and expression respecting the privacy and integrity of its stakeholders. Enics does not use child or forced labor. Enics does not tolerate working conditions or treatment conflicting with international laws and practices.
Conflict of Interests

Enics expects full loyalty from all of its employees and avoidance of any conflict of interest. Consequently, the employees of Enics must avoid situations where their personal interests may conflict with those of Enics or the stakeholders of Enics. This includes, but is not restricted to, acceptance and giving of personal gifts, entertainment or hospitality to or from Enics stakeholders, other than gifts of nominal value of 70€ on occasional basis or reasonable hospitality given in the ordinary course of business. Any agreement or understanding regarding favors or benefits in exchange for the gifts must be avoided. Gifts with value exceeding the above mentioned criteria may not be accepted without full disclosure to and prior relevant clearance from the employee’s supervisor. Enics and its employees do not offer or pay bribes or illicit payments to customers or other parties in order to obtain or retain business. Enics and its employees do not solicit or accept bribes or illicit payment in exchange for business favors. To ensure highly ethical behavior, Enics has created the “Enics Anti-Corruption Policy”.

Enics employees must not profit, nor assist others to profit, from opportunities that are discovered through the use of corporate information or position. Enics employees must not use corporate assets other than for legitimate business or other authorized purposes. Enics supports and adheres to local legislation and internationally recognized principles for combating corruption and bribery.

Enics and its employees do not solicit or accept bribes
Environment

Enics takes environmental sustainability seriously. This is done by ensuring an appropriate valuation and appreciation of environmental aspects and preservation of nature as part of operational planning.

Enics' environmental activities and improvement of environmental performance are carried out in compliance with legislation and customer requirements.

Our focus in environmental development is to reduce waste continuously and to recycle. Enics business units operate according to an environmental management system and all units have an ISO 14001 certification for the system.

Enics makes an effort to use environmentally friendly technologies, components and materials. For Enics, environmental aspects are crucial when making decisions about investments into new technologies. We continuously improve the environmental performance of business operations and products as well as increase the environmental awareness of our personnel. We focus on life extension services, for example using products that can be upgraded instead of manufacturing new products and components.
Workplace Practices

Enics is committed to equal opportunity in all its employment practices, policies and procedures. Every Enics employee or potential employee receives equal and fair treatment, free from harassment or discrimination based on any grounds such as race, creed, color, nationality, ethnic origin, age, religion, gender, gender reassignment, sexual orientation, marital status, connections with a national minority, disability, or other status.

Enics pays fair compensation in accordance with market salaries and provides a safe and healthy workplace for all of its employees. Enics follows OHSAS 18001 occupational health and safety requirements in all of its plants.

Enics continues to invest in the personal and professional learning and growth of its employees. Enics encourages its employees to lead balanced personal and professional lives.

Enics recognizes the right of employees to stand up for their rights at their place of work; therefore, Enics has implemented “Enics Grievances Policy” to ensure fair treatment of employees.

Enics expects all employees to respect and act according to Enics values and the Enics Code of Conduct.
Suppliers

Suppliers form an important and integral part of the total supply chain for Enics. They are expected to conduct their business in compliance with the same high legal, ethical, environmental and employee-related standards that Enics itself adheres to. Enics promotes the application of these standards among its suppliers and monitors their actions in this regard. The “Enics Supplier Manual” supports suppliers who are aligned with Enics standards.

Enics takes reasonable efforts to contract only with suppliers or service providers who themselves enhance international human rights and environmental laws and practices.

Enics commits to observing the ethical performance of its suppliers and will take immediate and thorough steps in cases where the ethical performance of its suppliers comes into question.

Enics commits to observing the ethical performance of its suppliers
Customers

Our long term relationships with our customers are based on trust, honesty, integrity and our values. All Enics communications with customers are accurate, timely and truthful. Enics protects its customers' information like it was our own information. Enics does not disclose any confidential customer information to third parties without the customer's consent.

Enics wins business legally and ethically. Enics does not offer bribes or kickbacks of any kind or engage in other illegal cooperation with customers or competitors. Enics does not give misleading messages or false information about its competitors.
Implementation

The purpose of the Code of Conduct is to define Enics’ ethical way of working in all its activities. Enics expects its management, employees and business partners to comply with the standards set forth in the Code. The Code deals with the most important situations that could give rise to legal or ethical problems, but must not be seen as being exclusive. It is the responsibility of each Enics employee to follow and promote this code.

Enics’ approach to implementing this Code of Conduct is active, open and ethically sound. Enics aims to prevent violations against Company values and ethical principles set in the Code of Conduct by providing policies and instructions to follow.

Although difficult questions of interpretation may arise in specific instances, particularly regarding the need to sensitively balance local customs and requirements with global standards and guidelines, Enics recognizes that the above commitment means that Enics will take reasonable efforts to resolve any identified ethical, legal, environmental, employment, and human rights issues that are not consistent with this Code of Conduct.

Questions about the application or meaning of any provisions of this Code should be brought to the Head of the Business Unit or to the Head of the Functional area.

In cases of serious allegations regarding potential violations of this Code, a fair and comprehensive investigation will be conducted by line management closest to the issue with the assistance of relevant Group functions and the Group Legal department in accordance with “Enics Non-Compliance Procedure”. Global leaders of these functions should be notified and oversee any investigation.

Acts inconsistent with this Code must be promptly corrected and may be subject to disciplinary action up to and including termination of employment and legal prosecution. Enics ensures that there will be no adverse work-related consequences as a result of any employee bringing up complaints of violations of this Code.

It is the responsibility of each Enics employee to follow and promote this Code.