



Responsible Sourcing Policy

SOMMARIO

0.	DEFINITIONS	2
1.	FIELD OF APPLICATION	2
2.	SCOPE.....	3
3.	KEY PRINCIPLES	4
4.	ACCEPTANCE	6

0. DEFINITIONS

POLICY: this edition of the **Responsible Sourcing Policy** for Endurance Suppliers.

COMPLIANCE: adherence of the activity carried out to legislative provisions, regulations, procedures and codes of conduct.

FOOTPRINT: every human action has an environmental and social impact, an impact to which generally we often pay too little attention. This impact is measured through the so-called ecological footprint.

ENDURANCE: Endurance Overseas S.r.l.: Company subject to the direction and control of Endurance Technologies Limited; Holding Company for the management and coordination of the European Companies headed by Endurance Technologies Limited and its subsidiary or associated companies.

ENDURANCE CONTRACTUAL DOCUMENTATION: means all Endurance contractual documentation signed between Endurance and its Stakeholders to regulate the relationship between the parties (i.e.: Endurance General Terms and Conditions, Confidentiality Agreements, and other contracts).

STAKEHOLDERS: customers, suppliers, shareholders, members of the board of statutory auditors, employees, investors, the community (both natural and legal persons) and anyone else with interests directly or indirectly affected by Endurance's activities.

CONTROLLED/SUBSIDIARIES/ASSOCIATED: companies owned or controlled by the parent company.

1. APPLICATION

This Policy applies to Endurance Overseas S.r.l. and its subsidiary and/or associated companies (so-called **Endurance**).

2. SCOPE

Endurance recognizes that its footprint extends beyond its own operational control and that to generate a positive impact, the entire value chain must be influenced.

Endurance Overseas and all its subsidiaries and associated companies envision a future where all purchased materials, unbounded by specific materials or locations, are sourced from responsible suppliers.

A responsible Sourcing program seeks to ensure ethical practices in our supply chain, reduce impact to the environment and support our communities. This aligns with Endurance Overseas' corporate policy for sustainability.

Endurance believes that the sustainable sourcing of any materials can build strong, long-term relationships throughout the supply chain whilst improving social, environmental, and ethical issues, fully extending the principles of its Code of Ethics for Stakeholders to the furthest reaches of our upstream supply chain in support of human rights; labour, health, safety, and environmental protection; and business ethics.

Endurance requires its suppliers to incorporate these requirements in their own sourcing practices, contracts, and supplier management, believing that through strong partnerships with suppliers and key stakeholders, it can positively influence its materials supply chain.

Endurance also deepens its actions to ensure the sustainable sourcing of raw materials (such as rubber, minerals such as gold, cobalt, metals such as aluminium, steel, etc.), and is committed to avoiding the sourcing of raw materials from conflict and high-risk areas, and the non-certified practice of mining, harvesting, processing, refining and transport.

This Policy is guided by the Sustainable Development Goals (SDGs), the IPCC Directive, the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, European Green Deal, as well as the European Climate Act (EEC/EU Regulation No. 1119 of 30 June 2021).

The current Policy:

- is in force and must be complied with in conjunction with the following Endurance documentation: the Code of Ethics for Stakeholders, the General Terms and Conditions of Purchase, the Personal Data Protection Policy, the Whistleblowing Policy and other current or future codes of conduct, policies, procedures, guidelines and/or communications.
- compliance is an integral and essential part of the Stakeholders' duties and has contractual value.
- applies to all Endurance Stakeholders, who are required to refrain from conduct contrary to the provisions of the Policy. Violation of the provisions shall be understood as a breach of the duties arising from the relationship between the parties.

Endurance strongly opposes and rejects any form of discrimination or retaliation against Stakeholders who have reported any violation of this Policy.

This Policy is available for consultation by all Stakeholders and can be freely downloaded from <https://www.enduranceoverseas.com/corporate-governance/> – governance documentation section-.

3. KEY PRINCIPLES

We expect our Suppliers to:

- **Comply with Endurance Overseas Code of ethics for stakeholders, which sets forth the basic requirements a vendor must meet in order to maintain a business relationship with us**

The Code is available at https://www.enduranceoverseas.com/corporate_governance

- **Ensure that natural raw materials are not linked to deforestation, conversion of peat lands or high- conservation-value areas, or exploitation of indigenous people, workers and local communities**

Global deforestation is a major contributor to global warming and climate change and Endurance is committed to ensuring that natural materials are sourced sustainably.

- **Support traceability of raw materials by establishing robust processes and systems**

Traceability helps to ensure responsible practices, respect for the environment, and respect for the people and communities in our supply chains. In support of our commitment to traceability, Suppliers are expected to take ownership and responsibility for any requests for ingredient sourcing details.

- **Commit to environmental conservation and biodiversity enhancement, and take action to:**

- Ensure legal compliance, of the use and trade of materials, including but not limited to Responsible Minerals Initiative (RMI), CDP, Organization for Economic Co-operation and Development (OECD) and other directives from legislative directives and Customers.
- Support biodiversity conservation and regeneration to reduce biodiversity loss by protecting endangered species, restricting forest clearing, and adopting safe and sustainable agricultural practices.

- **Prevent Global Warming especially promoting energy management**

Endurance is committed to limit waste, promote efficiency, energy saving and the use of renewable sources; in particular purchasing, producing and using energy in the most efficient and environmentally responsible manner, and to manage a process of continuous improvement

in energy efficiency, both with the aim of reducing the related costs and improving the related environmental impacts. To this end, we expect our suppliers to:

- ensure to comply with the applicable requirements of current European, national, and local legislation on energy use;
- constantly monitor the energy consumption of processes in order to continuously improve energy efficiency by implementing effective energy management;
- identify appropriate measures to reduce its energy consumption, favouring, where technically and economically possible, to the use of alternative and renewable energy sources;
- ensure that all new installations that are purchased, built or commissioned are of high energy quality and are in line with the Best Available Technologies in the reference sector according to the Bref developed under the IPPC Directive
- improve, within the limits of technical and economic feasibility, the energy efficiency of the existing buildings on the site, apply the best technologies and the most suitable materials to reduce consumption for new buildings or for maintenance renovation of the same;
- consider energy consumption, in addition to performance and quality aspects, as a key factor in the design of new products, processes and installations.
- educate and train employees on how to save energy in the workplace, in particular updating the competence of operators whose activity has an impact on energy use and consumption;
- inform all staff and personnel working on the production site of energy performance and of the measures planned and implemented to prevent energy use wastage and consumption;
- encourage staff to put into practice any initiatives taken to reduce energy consumption both in the workplace and in their private lives;
- demand the best possible energy standards from suppliers of materials, services and equipment.

And, where applicable:

- **Commit to environmental targets and collaborate with disclosure platforms such as:**

- **CDP** (formerly Carbon Disclosure Project) to report on environmental impacts.
- Responsible Minerals Initiative (RMI®), filling and sharing the CMRT model for Conflict Minerals Reporting (**CMRT**), which model simplifies the transfer of supply chain information relating to the country of origin of the minerals and the smelters and refineries used, supporting compliance with regulations <https://www.oecd.org/corporate/mne/mining.htm>;

www.responsiblemineralsinitiative.org. To accurately complete a CMRT for Endurance, suppliers should already know the Conflict Minerals information from their supply chain.

We encourage our Suppliers to disclose information about their own sourcing practices and operations to support the sustainability of their business. Endurance may request Suppliers to do so through CDP or similar programs.

We also encourage Suppliers to explore opportunities to engage in such programs and participate in collaborations that will strengthen their responsible sourcing practices.

- **Commit to animal welfare**

Ensuring that no wild animals are involved in extraction and or transformation of the all the materials provided to Endurance.

- **Disclose and share details of own operations through third party programs upon request**

Endurance Overseas reserves the right to request assessments and audits to be performed. Suppliers are expected to:

- Meet Endurance requests including, but not limited to completing internal questionnaires, allowing onsite visits, providing documentation and records, and sharing audit reports.
- Address Endurance (or its Customer) requests for third-party assessments and audits (To reduce audit replication and fatigue, Endurance considers mutual recognition of audits that our Suppliers may have already completed so they can focus on implementing improvements).
- Develop and implement corrective action plans for gaps identified through assessments and audits.
- Be transparent about supply chain challenges so we can work towards identifying and implementing practical solutions together.

4. ACCEPTANCE

For knowledge, sharing and acceptance of the above principles

The supplier declares that it is aware of it and undertakes to comply with it, adopting and concretely implementing appropriate Company procedures and policies.

Where applicable he also undertakes to make available to the Company any documents adopted pursuant to Legislative Decree 231/2001.

Failure to comply, even partially, with these obligations constitutes a serious breach of duty that justifies the suspension of the performance of the same, and in the most serious cases, the termination of the same with immediate effect, without prejudice to compensation for any damage caused to the Company.

DATE:

COMPANY NAME & STAMP

SIGNATURE OF THE LEGAL REPRESENTATIVE:
