



Suppliers Code of Ethics

Amara NZero Group

April 24th, 2025

Table of contents

1. PURPOSE	3
2. SCOPE	3
3. ENVIRONMENTAL COMMITMENTS	3
4. LABOR COMMITMENTS	4
4.1. Forced Labor	4
4.2. Child Labor	4
4.3. Harassment and Discrimination	4
4.4. Freedom of Association and Collective Bargaining	4
4.5. Employment Conditions	4
5. ETHICAL COMMITMENTS AND HUMAN RIGHTS	5
6. NON-COMPLIANCE	5
7. COMMUNICATION AND INFORMATION CHANNELS	6

1. PURPOSE

The purpose of this Supplier Code of Ethics (the “**Code**” or “**Ethical Code**”) is to establish the principles and standards of conduct that the Amara NZero Group (“**Amara NZero**” or the “**Company**”) requires of its Suppliers in environmental, social, ethical, and human rights matters, ensuring responsible and transparent business relationships aligned with the Company’s values.

This Code aims to ensure that all Suppliers act in accordance with the law and the commitments undertaken by Amara NZero, promoting responsible practices throughout the entire supply chain and avoiding any statement or action that could mislead regarding the true environmental and social impact of their activities.

2. SCOPE

This Code shall apply to all commercial relationships between the Amara NZero Group and its Suppliers, and it is the responsibility of the Company’s employees to ensure its acceptance prior to the start of the contractual relationship and its compliance throughout the execution of the contracted work.

Suppliers, aware of the importance that Amara NZero places on the commitments established in this Code, undertake to comply with it and will ensure that their own suppliers and/or subcontractors also comply with this Supplier Code of Ethics or have similar applicable principles.

If required to do so, the Supplier undertakes to allow Amara NZero to verify compliance with the commitments set forth in this Supplier Code of Ethics.

3. ENVIRONMENTAL COMMITMENTS

Suppliers undertake to:

- a) Obtain, maintain, and comply with all required environmental permits, approvals, and registrations.
- b) Prevent pollution and conserve natural resources by minimizing emissions, discharges, and waste generation through efficient processes, reuse, and recycling.
- c) Properly identify, label, and manage hazardous substances and waste to ensure their safe handling, storage, use, and disposal, documenting their management.
- d) Manage and reduce non-hazardous solid waste, prioritizing recycling and responsible disposal.
- e) Control, monitor, and treat air emissions and ozone-depleting substances in accordance with applicable regulations.
- f) Comply with all laws regarding material restrictions and labeling for recycling and disposal.
- g) Implement water management programs to achieve optimal use of available resources.

- h) Establish greenhouse gas reduction targets, monitor and report energy consumption and emissions, and continuously seek to improve efficiency and minimize environmental impact.

4. LABOR COMMITMENTS

4.1. Forced Labor

- a) Suppliers shall implement sufficient control mechanisms to prevent forced labor within their organization.
- b) Furthermore, Suppliers commit not to participate in or benefit from any form of state-imposed forced labor and to ensure that such practices do not occur within their supply chain.

4.2. Child Labor

- a) Suppliers must implement effective mechanisms to prevent and detect any form of child labor in their operations and supply chains, ensuring that no minor engages in hazardous, unhealthy, or otherwise inappropriate work that could interfere with their education and overall development.
- b) Suppliers shall always hire workers who, according to applicable law, meet the legal minimum working age, which shall in no case be lower than that established by the International Labour Organization.

4.3. Harassment and Discrimination

Suppliers shall take appropriate measures to prevent, detect, and address situations and/or behaviors of workplace harassment and shall guarantee the absence of any kind of discriminatory practices.

4.4. Freedom of Association and Collective Bargaining

Suppliers shall always respect the rights of their employees and collaborators to associate, join unions, and engage in collective bargaining.

4.5. Employment Conditions

The labor conditions applied by the Supplier regarding salary, working hours, or any other employment terms shall always comply with the applicable laws and collective agreements.

4.6. Occupational Health, Safety and Well-being

Suppliers commit to:

- a) Strictly comply with all applicable occupational health and safety legislation and regulations in the countries where they operate.
- b) Provide a safe and healthy working environment, implementing preventive and corrective measures to reduce risks, accidents, and occupational illnesses.
- c) Identify, assess, and manage emergency situations, establishing appropriate response plans and procedures.
- d) Ensure that all personnel receive the necessary training, information, and protective equipment to perform their work safely.

- e) Immediately report any workplace incident or accident, cooperate in investigations, and adopt measures to prevent recurrence.

5. ETHICAL COMMITMENTS AND HUMAN RIGHTS

5.1. Corruption and Bribery

- a) Under no circumstances shall Suppliers offer or provide any kind of gift, commission, monetary amount, compensation, or any other offer that could compromise the objectivity and independence of the contracting process.
- b) Suppliers are strictly prohibited from promising, offering, or granting unjustified benefits or advantages, gifts, or any other contributions, whether directly or indirectly and regardless of their nature, to public officials in connection with the establishment or execution of their contractual relationship with Amara NZero.

5.2. Fair Competition

Suppliers must strictly comply with current competition laws, refraining from engaging in any practices that restrict, distort, or impede free competition, such as abuse of dominant position, unlawful agreements with competitors, or collusive practices. Suppliers are expected to act ethically and fairly in their business dealings, promote fair competition, and avoid any conduct that could harm the market or Amara NZero's reputation.

5.3. Confidentiality and Information Security

- a) Suppliers shall maintain the confidentiality of Amara NZero's non-public information entrusted to them or to which they have access in the course of their business relationship, unless prior and express authorization for its disclosure has been granted.
- b) Likewise, they shall adopt the necessary technical and organizational measures to guarantee the security and integrity of the information provided by Amara NZero.

5.4. Responsible Sourcing of Minerals

Suppliers shall have a policy and carry out due diligence actions regarding the origin and chain of custody of the minerals used in their products, ensuring that such minerals are sourced responsibly and in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

6. NON-COMPLIANCE

Non-compliance by the Supplier or its dependent subcontractors, in the execution of the contractual relationship with Amara NZero, with any provision contained in this Code shall be considered a contractual breach. This grants Amara NZero the right to terminate the contractual relationship between both parties, as well as to impose any applicable penalties.

7. COMMUNICATION AND INFORMATION CHANNELS

Any suspicion of conduct that is or may become contrary to the law, the Corporate Governance System, or this Supplier Code of Ethics may be reported by Suppliers or any Amara NZero employee, acting in good faith, through the Amara NZero Group's Ethics Channel for processing. This channel guarantees the principles of proportionality, anonymity, confidentiality, and protection against retaliation for the reporter.

This Suppliers Code of Ethics was approved by the Board of Directors of Green Bidco, S.A.U., parent company of Amara NZero Group, on 24 April 2025.