

 ENERGY RECOVERY INDUSTRIES CORPORATION	ERI CORPORATE AND SOCIAL GOVERNANCE POLICY	No. ERI.POL.S7
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This policy describes the principles of ERI Corporation conduct, decision making and practice. In all areas of our business we are committed to act with accountability and transparency, and always in a fair and responsible manner.

Commitment to integrity in all our business practice

In all our business dealings, we strive to be honest and fair. We will always act in line with all applicable laws, rules and regulations in the jurisdictions where we conduct business. We are also committed to being a positive contributor to the communities in which we do business. In particular, we will always:

- compete vigorously but fairly and legally, adhering to competition and antitrust laws
- avoid discussing competitive issues in trade associations or in any other potentially compromising environment
- comply with all applicable anti-bribery and corruption laws
- avoid trading using material inside information
- respect the intellectual property and copyrights of others
- promote our products and services accurately and honestly
- comply with international trade controls
- meet government, industry and internal safety and quality standards
- absolutely prohibit the giving or receiving of bribes including facilitation payments
- reject corrupt practices
- respect the principles of human rights as set down by the UN Declaration and its applicable International Labour Organization conventions
- provide a safe and positive working environment for all our employees
- value and embrace diversity and equal opportunity
- promote good labour practices, including, freely chosen employment; child labour avoidance; working hours; wages and benefits; humane treatment; nondiscrimination; freedom of association
- prohibit all forms of harassment and retaliation
- provide suitable training for all our employees commensurate with their employment role, this includes practical professional training, health and safety training, ethical and environmental training in line with our company policy and code of conduct
- act with sound environmental management

Commitment to our external environment

We will always act in such a manner to protect human health and the environment. The Environmental Policy Statement sets out in detail how we will comply with local environmental laws and regulations, and operate our facilities in a manner that protects human health and minimizes any effect on the environment.

Commitment to Anti-Bribery

ERI Corporation take a zero tolerance approach to bribery and corruption. In particular:

- bribes will never be paid, and we will never tolerate such behavior either by our suppliers or by those who perform services for or on behalf of our company
- this prohibition includes so-called 'facilitation payments', which must not be made
- no employee within the company will ever accept bribes, or tolerate such behavior by its suppliers or those who perform services for or on behalf of our company

Commitment to Anti-Slavery and zero tolerance of child labour

We will not allow any form of slavery or human trafficking to take place in any part of our business. We will not use child labour (in line with the Minimum Age Convention), nor will we use forced labour. We recognize freedom of association by permitting our employees to establish and join organizations of their own choosing without our permission, and we will recognize collective bargaining where required by local laws.

Edition	Date	Description	Created by:	Approved by:
01	August 2025	ERI.POL.Q7	B. Mitrovski	U Fiorentini

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We will source products and services from organizations that meet, or are willing to meet, the Group's ethical standards. In particular, we will not engage with organizations which use child labour or forced labour, which discriminate on the grounds of gender, ethnic or national origin, religion, sexual orientation, marital status, age or disability, or which do not recognize freedom of association or collective bargaining. We will take steps to ensure that slavery and human trafficking do not take place in any part of our supply chains.

Commitment to Data Protection

We all must comply with applicable local privacy and data protection laws and regulations and respect the privacy of our colleagues, customers, suppliers and business partners and seek to protect their personal data. We shall obtain personal information about our colleagues, customers, suppliers and our business partners only by legitimate means, strictly manage and protect such information, and use the information for its intended purposes only. We shall ensure that proper procedures for processing, maintaining and storing personal data are followed. No personal information about employees may be disclosed by any person or third party unless - and until - proper authorization for such disclosure has been obtained in accordance with applicable regulations.

Commitment to Preventing Corporate Criminal Offences

We are committed to complying with the legislation which introduced a new corporate criminal offence of Failing to Prevent the Facilitation of Tax Evasion.

Tax evasion is a serious criminal offence in many countries and is defined as cheating the public revenue or fraudulently evading tax. The offence requires an element of fraud, which means there must be a deliberate fraudulent action, or an omission to do something with dishonest intent. We make it clear to anyone working for us, or supplying goods and/or services to us that they are strictly forbidden to engage in any form of facilitation of tax evasion either directly or through another person. Any request or demand from a third party to facilitate must be reported immediately. Employees are encouraged to raise concerns about any issue or suspicion of tax evasion or foreign tax evasion at the earliest possible stage.

Commitment from our Suppliers

We are committed to fostering cordial working relations with our suppliers, and we expect employees of our suppliers to have a workplace that is safe and that is founded on fair employment practices and mutual respect. We expect all suppliers to demonstrate that they have a work environment in which they:

- value the safety, health and security of workforce
- avoid conflicts of interest that may interfere with their obligations to our company
- value and embrace diversity and equal opportunity
- promote good labour practices, including, freely chosen employment; child labour avoidance; working hours; wages and benefits; humane treatment; nondiscrimination; freedom of association
- prohibit all forms of harassment and retaliation
- ensure confidentiality of their employees' personal information
- encourage caution, moderation and good judgement in the giving and receiving of gifts, favours and entertainment
- absolutely prohibit the giving or receiving of bribes including facilitation payments
- reject corrupt practices

Effective 01-August-2025

ERI CORPORATION CEO
Mr. U. Fiorentini

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