



## Code of Conduct for Suppliers and Third-Party Intermediaries of GREENERGY

This Code of Conduct defines the basic requirements for GREENERGY's suppliers and third-party intermediaries with respect to their responsibilities. GREENERGY reserves the right to modify the requirements of this Code of Conduct in a reasonable manner and in accordance with any changes to its Compliance Program.

The supplier and/or the third-party intermediary hereby declare:

### Human Rights

- That they will respect and protect the application of internationally recognized Human Rights and will avoid any complicity with the abuse of Human Rights.

### Non-discrimination

- That they will not tolerate any unacceptable behavior, such as mental cruelty, sexual harassment, or discrimination, including gestures, language, and physical contact of a sexual, coercive, threatening, abusive or exploitative nature.
- That they will promote equal opportunities and equal treatment of employees regardless of skin color, race, nationality, ethnicity, political affiliation, social background, disability, sexual orientation, marital status, religious beliefs, gender, or age.

### Respect for cultures and communities

- That they will help foster the economic and social development of local communities and ensure the utmost respect for human rights, dignity, aspirations, culture and natural resource-based livelihoods in the areas in which they operate.

### Fair business practices

#### Legal Compliance

- That they will comply with the laws of the applicable legislative systems. They will not carry out practices or conduct that jeopardize the legality in force.

#### Anti-corruption and bribery clause

- That they will apply a zero-tolerance policy against any form of corruption, extortion, or bribery.

- > That they will refrain from offering, granting, and soliciting or accepting, directly or indirectly, any object of value to or from members of the government or a private sector counterpart with the intention of influencing any official process or obtaining an improper advantage.
- > That they will act in accordance with national and international competition laws and will refrain from engaging in price-fixing or customer allocation agreements, market sharing or bid rigging.
- > That they will avoid any conflict of interest that could adversely affect business relationships.

### **Fair Treatment and Supply Chain**

- > That they will respect the intellectual property rights of others.
- > That they will notify and promote among their suppliers, by means of the best efforts they can assume, a behavior in accordance with this Code of Conduct.
- > That they will comply with the principles of non-discrimination in the selection and treatment of their suppliers.
- > That in the event of a conflict of interest, whether actual or potential, they will notify Grenergy and resolve it to guarantee and maintain their full independence.

## **Labor Practices**

### **Prohibition of Forced Labor**

- > That they will avoid any form of forced or compulsory labor and that they will not hire anyone or make them work against their will.

### **Prohibition of Child Labor**

- > That they will not employ underage workers or child labor in accordance with applicable regulations and ILO conventions.

### **Occupational Health & Safety**

- > That they will act in accordance with applicable international regulatory standards relating to occupational health and safety and provide safe working conditions.
- > That they will establish a reasonable occupational health and safety management system.
- > That they will provide the necessary training to ensure that employees are well educated in occupational health and safety and that they will grant employees the right to refuse to work in an unsafe environment.

### **Basic human rights, hours, wages, salaries, and employee benefits**

- > That they will respect the dignity, privacy, and personal rights of everyone.
- > That they will respect the maximum number of working hours established in the applicable laws.
- > That they will pay a fair remuneration and guarantee the applicable national statutory minimum wage.
- > That they shall recognize, insofar as the law permits, the right of free association and collective bargaining.

- > That they will not favor or discriminate against members of employee associations or unions.

## **Environmental Protection**

- > That they will act in accordance with applicable international regulatory and voluntary standards adopted for environmental protection in order to ensure responsible behavior with the environment.
- > That they will maintain an efficient use of energy resources prioritizing energy saving and preventive measures to avoid or minimize pollution with focus on the emission of greenhouse gases.
- > That they will correctly manage materials and resources, giving preference to reusable, recycled and recyclable materials.
- > That they will minimize the use of hazardous substances for health and the environment and manage hazardous waste in a responsible manner.
- > That they will guarantee the application of preventive and corrective measures necessary to minimize and/or correct possible impacts on wildlife and flora, preserving and protecting biodiversity and taking into account the principles of no deforestation.

## **Conflict Minerals**

- > That they will make every possible effort to avoid the use of raw materials that finance, directly or indirectly, armed groups who violate Human Rights.

## ACCEPTANCE CODE OF CONDUCT FOR SUPPLIERS OF THE GREENERGY GROUP OF COMPANIES

We hereby declare the following:

1. We understand the terms and conditions set forth in the Supplier Code of Conduct of the GREENERGY Group of companies and we and our affiliated companies undertake, in addition to our commitments set forth in our supply contracts with GREENERGY, to comply with its principles and requirements.
2. We accept the performance of the necessary Compliance checks and audits by GREENERGY or third parties on behalf of GREENERGY including on our premises to ensure compliance with the Supplier's Code of Conduct.
3. We agree to communicate and inform GREENERGY of any relevant change in this declaration if the conditions vary during the business relationship maintained with GREENERGY, accepting the consequences, if any, that may arise from such a change, including the suspension and/or termination of the relevant contract.

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**Place and date:**

**company:**

**Name of  
representative(s):**

This document must be signed by an authorized representative of the company and returned to GREENERGY.

The signature of this declaration may be made and delivered electronically, provided that the electronic signature allows for the identification and authentication of the signatory. If the applicable law prohibits electronic signature, the signature of this declaration must be made and delivered in its original form to the relevant GREENERGY purchasing company.