

SÖDERENERGI'S SUPPLIER CODE OF CONDUCT

Söderenergi strives to achieve good business ethics, long-term and trusting relationships and purchasing in accordance with the principle of public access. We expect you as a supplier to respect the code of conduct and that you assume responsibility for achieving the requirements within your organisation and in your supply chain. This should be carried out through collaboration, commitment, honesty, openness and respect between Söderenergi and the supplier. As a supplier you shall have procedures in place that aim to ensure that the goods or services you supply are manufactured under conditions that are in accordance with the requirements below.

Goods and services supplied to Söderenergi must be produced under conditions that are consistent with the ILO's eight core conventions, the UN's General Declaration on Human Rights, the UN's Convention on the Rights of the Child, the UN's Declaration against Corruption, the UN's Global Compact, the UN's Agenda 2030 as well as national laws concerning labour protection, labour rights and environmental protection in the country of production.

WORKING CONDITIONS

As a supplier to Söderenergi you shall

- support and respect internationally recognised **human rights**
- follow national laws in the country of production with regard to **working hours and minimum wage**
- ensure that **no child labour** takes place
- ensure that all employees are respected in their profession and **are not discriminated against** on the grounds of national origin, race, sex, sexual orientation, religion or political opinion
- ensure that all employees have the **freedom to form unions** and the right to organise
- ensure that all employees **have voluntarily chosen to work**
- ensure a **safe and healthy work environment** for all employees

ENVIRONMENT

As a supplier to Söderenergi you shall

- act in accordance with **the Precautionary Principle** in order to actively **reduce impact on the environment** throughout all of your business operations and take initiatives to strengthen **greater environmental awareness**
- ensure that **the waste hierarchy** is applied throughout your business operations, and actively work to **increase recycling**
- where possible, use and develop **environmentally friendly technologies**

ANTI-CORRUPTION

As a supplier to Söderenergi you shall

- conduct your business operations in accordance with applicable law and never offer or accept **bribes**, or otherwise engage in any form of **undue influence** in business relations.

FOLLOW-UP

Söderenergi reserves the right to verify compliance with this code of conduct and may terminate the business relationship if the code of conduct is not followed.