

Supplier Code of Conduct

korkia >

Introduction & Basis of the Supplier Code of Conduct

Korkia is a global investor in renewable energy. Our mission is to produce clean megawatts to the market to ensure that future generations have an economically prosperous and sustainable world to live in. We believe in a better tomorrow – but making it a reality requires concrete actions.

Korkia Code of Conduct outlines our commitment to act in a sustainable, ethical, and socially responsible manner. In this Korkia Supplier Code of Conduct we extend our corporate responsibility expectations to our Suppliers outlining the minimum requirements to which Korkia expects our Suppliers who provide services, work/and or goods or other business activities to comply with.

We require our Suppliers to

1. COMPLY WITH APPLICABLE LAWS AND BEST PRACTICES

- Comply with all applicable laws and regulations.
- Act in accordance with best industry practices and the highest standards of business ethics.

2. RESPECT HUMAN AND LABOUR RIGHTS

- Support and respect internationally proclaimed human rights.
- Ensure they are not causing or contributing to adverse human rights impact.
- Recognize and respect the rights of indigenous people.
- Implement effective human rights due diligence to their own

operations and throughout their own supply chain.

Forced labour

- Oppose and not participate in, or benefit from, the use of forced and/or compulsory labour, child labour or human trafficking in any form.

Occupational Health and Safety

- Maintain a healthy and safe work environment for all employees
- Prevent accidents and injuries at the workplace
- Comply with the requirements laid down in occupational safety and health legislation

Working Hours & Compensation

- Comply with the minimum conditions for employment laid down in legislation
- Ensure that all employees are provided with understandable and written employment contracts
- Ensure that salary and terms comply with national laws or industry standards
- Ensure that working hours comply with national laws

Non-Discrimination & Harassment

- Treat their employees with respect and dignity
- Prohibit any form of harassment, violence, or bullying
- Prohibit any discrimination against employees based on any prohibited ground for discrimination including race, colour, gender, religion, national or ethnic origin, age, sexual orientation, parental or marital status

Freedom of Association & Collective Bargaining

- Recognize and respect employees' freedom of association and right to collective bargaining

3. NOT TOLERATE BRIBERY, CORRUPTION OR MONEY LAUNDERING

- Reject all forms and activities that may be considered part of money laundering
- Implement efficient KYC measures
- Reject any form of corruption, bribing or any behavior that may appear as an attempt to influence decision making or give someone irrelevant profit
- Never pay or accept bribes, facilitation payments or kickbacks
- Act in compliance with all applicable anti-corruption and anti-money laundering laws

4. AVOID AND DISCLOSE CONFLICTS OF INTEREST

- Avoid all conflicts of interest that may influence business relationship
- Disclose to Korkia any situation that may appear as a conflict of interest

5. RESPECT CONFIDENTIALITY, INTELLECTUAL PROPERTY & DATA PRIVACY

- Ensure that confidential information is not disclosed

- Collect, processes and protect personal data in accordance with the applicable laws, regulations

6. BE AMBITIOUS ABOUT THEIR ENVIRONMENTAL IMPACT & RESPECT OUR PLANET

- Support a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility
- Identify the environmental impacts of their operations and implement mitigation actions when required
- Reduce the use of energy and water, as well as minimise waste and emissions to the air, water and land in their operations, and mitigate impacts on biodiversity
- Meet all relevant environmental legislative and regulative requirements, and maintain all applicable permits, registrations, and licenses
- Encourage the development and diffusion of environmentally friendly technologies
- Pay attention to assessing, mitigating and preventing environmental impacts throughout the value chain

7. COMPETE FAIRLY

- Comply with applicable competition laws and regulations
- Engage in competition ethically and honestly