

Code of Conduct

For Enerco Group Suppliers

Enerco's code of conduct for suppliers describes what all suppliers shall live up to when working with us and provides them with guidelines for decisions and actions. The code ensures that the working environment is safe, that staff are treated with respect, that work processes are designed with a planetary perspective in mind, and that all business is conducted according to sound ethical principles. Sharing sensible, responsible behaviour means we can work together and make a difference to our end customers, the local community, and the world around us.



Supplier Code of Conduct

This supplier code of conduct states the expectations that Enerco has towards its suppliers. It is based on minimum requirements as well as creditable activities and actions. Our core values: responsibility, respect, innovation and success describe what we stand for, what we want to achieve and how we want to collaborate with our suppliers and others.



We take responsibility for

- Safety, health and the environment
- Quality and professionalism in everything we do.



We show respect

- For one another
- For everyone we meet as we go about our daily business.



We think along new lines

- We are committed and proactive
- We are innovative and want to improve.



We create success

- For our customers, for ourselves and for Enerco.

Who must follow the code?

This code of conduct applies to all Enercos suppliers and sub-contractors. As a supplier you are responsible for ensuring that your employees adhere to these same principles and with reasonable effort make sure that your own suppliers and sub-contractors comply as well.

The code's foundation

This code of conduct is founded on Enerco's core values that guide our daily work. The code is also based on the ten principles of the United Nations (UN) Global Compact, which adopts a set of core values for human rights, labour, the environment and anti-corruption as well as the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Follow laws and regulations

You must comply with all applicable laws and this supplier code of conduct, unless the code contravenes the law. If this code is stricter than the local laws, then the supplier shall follow the requirements in this document.

Report misconduct

If you as a supplier, your employees or your suppliers encounter any suspected or established misconducts or breaches of laws or this code of conduct we urge you to report this to Enerco. Report to the responsible manager at Enerco or anonymously through our whistleblower function on our website www.enerco.se.

Compliance and revisions

To ensure compliance, Enerco is committed to transparency and openness in our supplier relationships. This includes performing evaluations and potential follow-up discussions and action plans. It also includes the possibility to visit supplier premises or operations to ensure that everyone is living up to their promises, including revisions by third parties.

Consequences of code breach

Enerco reserves the right to terminate the cooperation or a contract if a business partner repeatedly or seriously breaches this supplier code of conduct.

Health and safety

We care for the health and safety of our employees, coworkers and the people affected by our business. Safety is our top priority at Enerco, and we expect our suppliers to support our vision zero for workplace accidents by means of ambitious safety efforts. The goal is to have a work environment where people feel comfortable and to make sure that everyone comes home from work without injuries.

Minimum requirements

- Make sure that employees and workers in the supply chain have the right protective equipment and education to safely conduct the work tasks.
- Have a procedure for evaluation, identification and elimination of health and safety risks.
- Report accidents and incidents when you perform an assignment for Enerco on our or our customers premises.
- Employees always have the right to stop unsafe work and report these situations without any reprisals.
- Adopt the environment employees work in to the cause and with safety risks in mind.
- Train employees in different emergency situations and have necessary and functioning equipment like alarms, fire extinguisher, first aid and emergency plans and exit signs.

Creditable activities and actions

- ★ You are, or strive to become, certified according to ISO 45001.

Environment and climate

We think that everyone and all companies have the obligation to help protect our planet and the life on it. Therefore, we use the precautionary principle in our work and expect our suppliers to do the same. The goal is to always strive to choose the solution with as little impact on the environment as possible.

Minimum requirements

- Use energy, water and other resources efficiently and minimize waste.
- Store, handle and discard chemicals, wastewater, batteries, oils and other hazardous waste in a way that people and the environment is affected as little as possible.
- Avoid negative impact on biodiversity, land and forests to the best of your ability.
- No unlawfully taking of land, forests and water bodies and no forced transfer or threats and bad treatment to have people move, directly or indirectly through security forces or others.
- Conduct proactive and systematic environmental work with an established environmental policy for your activities and deliverables.

Creditable activities and actions

- ★ You are, or strive to become, certified according to ISO 14001.
- ★ Actively pursue efforts to reduce the total environmental and climate impact of your activities. For example, choosing energy from fossil free resources, conducting energy efficiency activities or design and plan for recycling. This may also involve documented reduction of greenhouse gas emissions, increase of circular resources and reducing waste.

Business ethics

We require our employees and suppliers to maintain high ethical standards and operate in compliance with applicable laws, rules and regulations whether they are for safety, the environment, bribery or other. The goal is to comply with laws and to have fair competition, no form of corruption and handling sensitive information in a responsible manner, and to report violations.

Minimum requirements

- Comply with all applicable laws and monitor new coming laws.
- Zero tolerance for bribery and corruption. No accepting or paying bribes and kickbacks and no accepting or offering advantages, either directly or through intermediaries.
- Do not ask for, offer or accept benefits in form of gifts and hospitality that could, or could look like it, influence decisions and affairs.
- Comply with export control laws and sanctions against countries, persons, companies and others.
- Only doing fair competition and never joining price cartels that take turns on affairs or divide business among them, settle prices or any other form of agreements. Do not avoid paying tax and other fees or use other unfair anti-competitive practices.
- Make sure all reports, invoices and documents are complete and correct to avoid misleading.
- Decisions shall be objective and taken without personal interest. Avoid situations if they are, or if it could look like they are, based on personal interest or relationships.
- Make sure that personal information and confidential information is handled appropriately and is not spread. This includes respecting others intellectual property rights.
- Report to Enerco if you by mistake encounter information connected to us that is sensitive or confidential.

Creditable activities and actions

- ★ There is no advantage to be gained by pursuing business ethics; the same high ethical standards are applicable to all Enerco suppliers.

Working conditions and human rights

We require business relationships where everybody makes sure that good working conditions and human rights are fulfilled. The goal is zero-infringement towards forced labour and child labour, an including and equal working environment as well as reasonable salaries and working hours.

Minimum requirements

- No form of forced labour, including threat, unreasonable notice period and unauthorized withholding of wages or identification documents.
- No direct or indirect employment of children under the age of 15 (age of 14 in some excepted countries) or that has not completed the nationally compulsory schooling.
- Take extra consideration for young workers under the age of 18 and follow the rules that apply. For example, no overtime or nighttime work and consider rules connected to breaks and no exposure to harmful work tasks or environments.
- Do not accept any forms of harassments, molestation, punishment or bullying.
- Employees shall be treated equally and with respect. Recruitments shall be based on abilities and qualifications. You do not accept any forms of discrimination based on age, gender, religion, pregnancy, sexual orientation, disability, origin or other conditions.
- Working conditions, working hours and wages are fair and according to relevant laws and the ILO-convention. Workers have the right to nationally statutory leave, including sick and parental leave.
- Employers have the right to collective bargaining and freedom of association.

Creditable activities and actions

- ★ You have collective agreements.

Approval of the supplier code of conduct

When a supplier issues invoices, approves purchase orders or provides goods, personnel or services to Enerco, we consider this to be an acceptance of this supplier code of conduct and its guidelines. This is applicable to suppliers to all companies in the group.

Establishment and updating

This Enerco code of conduct for supplier is established by Enerco's management and is regularly reviewed and revised as necessary.

Hofors, 24 May 2024

Niklas Pettersson, CEO Enerco Group AB



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