

Code of Conduct

For Enerco Group Suppliers

Enerco's Code of Conduct for Suppliers describes what all suppliers should 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 sustainable from a planetary perspective, 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.



Compliance, evaluation and monitoring

This Code of Conduct regulates the expectations that Enerco has towards its suppliers based on minimum requirements and creditable activities or actions. This Code of Conduct is based on Enerco's core values, the 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 in the fields of human rights, labour, the environment and anti-corruption. Enerco's Code of Conduct also follows the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

To ensure compliance, Enerco is committed to transparency and openness in our supplier relationships. For instance, we want to be able to perform evaluations and follow-up discussions, as well as visiting supplier sites or operations so that we can ensure that everyone is living up to their promises. Enerco will terminate the cooperation if a business partner repeatedly or seriously breaches the Code of Conduct.

The supplier is responsible for ensuring that their subcontractors and partners adhere to the same principles, and Enerco encourages its suppliers to evaluate their own subcontractors or partners. We also want to encourage all our suppliers to establish their own codes of conduct or similar guidelines based on their activities.

Enerco will be asking its suppliers for information on the fields covered by their code of conduct. This information then forms the basis for our evaluation of the supplier and a comparison with other suppliers in our selection process.

Together, we create a sustainable value chain that adds value at every stage!

Our core values show the way

Responsibility, respect, innovation and success are concepts that permeate Enerco's activities and brand. Our values describe what we stand for, what we want to achieve and how we want to be perceived by 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.

Enerco's Code of Conduct for Suppliers focuses on three areas

Enerco's expectations of its suppliers focus on three areas:

- Occupational health and safety
- Environment and climate
- Business ethics

All our suppliers must meet basic minimum requirements in these three areas. Enerco also has an ambition to set the bar high and be a sustainable, encouraging and responsible social actor and business partner. That is why we wish for all our suppliers to pursue active sustainability efforts in order to achieve a higher, creditable level with their activities and actions.

Enerco's expectations based on minimum requirements and encouragement of that creditable level are related to:

Occupational health and safety

All our suppliers must operate in compliance with the relevant laws and regulations on human rights in the country in which they operate. Examples include child labour, forced labour, discrimination, safety and harassment. Enerco expects its suppliers to have collective agreements and to have - or be striving to achieve - ISO 45001 certification.

- ★ When it comes to occupational health and safety, if the supplier conducts systematic initiatives in respect of labour law and/or occupational health and safety in order to develop and improve conditions for its own business or its local community, this is a positive. Safety is our top priority at Enerco, and we expect our suppliers to support our zero vision for workplace accidents by means of ambitious safety efforts.

Environment and climate

All suppliers must comply with existing environmental laws and regulations and conduct proactive and systematic environmental work with an established environmental policy for their activities and deliverables. Enerco expects its suppliers to have - or be striving to achieve - ISO 14001 certification.

- ★ When it comes to the environment and climate, if the supplier actively pursues efforts to reduce the total environmental and climate impact of its activities, this is a positive. This may involve documented reduction of greenhouse gas emissions, increase of circular resources, reduced waste or increased recycling, or energy efficiency activities.

Business ethics

All suppliers must maintain high ethical standards and operate in compliance with applicable business laws, rules and regulations for a sound and long-term business relationship. Enerco is committed to its zero-infringement approach abuse and does not tolerate any form of corruption, bribery, backhanders, unfair, anti-competitive practices, discrimination, harassment or unnecessary environmental impact. Suppliers must prevent bribery and corruption and must not pay or accept bribes or kickbacks, or offer or promise any advantage, either directly or through intermediaries.

Enerco's whistleblowing function allows both employees and other stakeholders to anonymously report violations of our policies or legal requirements.

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

Approval of the 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 the Code of Conduct and its guidelines. This is applicable to suppliers to all Group companies.

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, 29 September 2022
Niklas Pettersson, CEO Enerco Group AB

A blue ink signature of Niklas Pettersson, CEO of Enerco Group AB, written in a cursive style.

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