

Supplier Code of Conduct

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Introduction

SUNOTEC aims to be a reliable and transparent company. Our way of doing business is characterized by integrity and compliance with the law. Therefore, we strive to meet all relevant international, national and regional laws and regulations where we operate.

Our activities are determined by our shared values of trust, passion and performance. These values ensure that we have a common identity shared across all SUNOTEC Group companies and can be found in concrete terms in our Code of Conduct. In addition to our internal rules, we have prepared this Supplier Code of Conduct, reflecting our values and rules for our counterparties.

All of our suppliers and business partners are required to act in accordance with the principles set out in this Supplier Code of Conduct and to communicate them to their employees, service providers and suppliers.

This Supplier Code of Conduct aims to set environmental, social and governance (ESG) standards and to ensure that our suppliers comply with SUNOTEC's values and expectations to advance social and environmental responsibility and business ethics beyond legal compliance.

SUNOTEC reserves the right to assess suppliers for compliance with this Supplier Code of Conduct.

Compliance

We expect our suppliers to comply with international and national legal requirements applicable to their business. If the provisions stated in this Supplier Code of Conduct exceed the scope of those laws and regulations, the Supplier Code of Conduct shall prevail. This Supplier Code of Conduct is aligned with the UN Global Compact Principles and the UN Convention Against Corruption. This means that we are committed to follow the UN Global Compact's principles pertaining to human rights, labor standards, environmental protection and anti-corruption in our area of influence.

If the supplier fails to adhere to our Supplier Code of Conduct, the supplier is required to promptly notify SUNOTEC.

Environment and Climate Change

Sustainability and combating climate change are a strategic priority and a commitment across the board that must be present in each of the actions and activities carried out by SUNOTEC.

At SUNOTEC sustainability involves striking a balance between profitability, social development and reducing adverse environmental impacts.

The company pays particular attention to the responsible use of natural resources, the protection of natural areas and biodiversity, and compliance with due diligence and environmental regulations.

Therefore, we expect our suppliers to:

- Incorporate recognized management systems such as EMAS and ISO 14001
- Set targets and take measures to increase resource efficiency and to minimize the environmental impact of its activities
- Take measures to reduce and minimize the amount of waste and wastewater
- Aim for recyclability and circular economy
- Collect and account for greenhouse gas (GHG) emissions according to international standards and to cooperate with SUNOTEC for the data collection of our own GHG emissions
- Minimize their energy consumption and to use renewable energy as much as possible when purchasing energy
- Ensure that their activities and those of their supply chain do not cause irreparable damage to the environment and lead to the loss of biodiversity
- Ensure that hazardous substances are properly labeled, safely handled, stored, reused and disposed of

Human and Labor Rights

SUNOTEC strongly believes that all workers in our supply chain deserve fair, ethical and safe labor conditions. Our suppliers must support and respect internationally recognized human rights as outlined by the UN Declaration of Human Rights and related conventions and ensure that their suppliers follow the same standards. We expect our suppliers to ensure compliance with labor standards of the International Labor Organization (ILO) concerning freedom of association, the right to collective bargaining, the elimination of forced labor, child labor and discrimination in the workplace.

We do not accept any forms of slavery, forced labor, trafficking, illicit forms of child labor and violations of human rights within our supply chain.

Respecting the dignity, privacy and rights of all is a priority for us. We do not tolerate any behavior or actions that amount to discrimination, harassment or violence. SUNOTEC opposes any form of less favorable treatment on the grounds of color, nationality, ethnicity, gender, age, sexual orientation, disability, religion, or belief.

Health and Safety

Everyone's safety is important to us. We in SUNOTEC are committed to doing business in a safe, ethically, environmentally and socially responsible manner and expect our suppliers to do so as well. Suppliers shall implement and regularly review a health and safety policy which complies with international standards such as ISO 45001 health and safety management systems.

Responsible Sourcing and Due Diligence

We expect our suppliers to regularly assess related social risks in their supply chains and to implement due diligence processes to address them. Due diligence shall extend down to the material processing level to ensure compliance with relevant standards and mitigate all risks related to conflict, child labor, forced labor, human trafficking, human rights violations, health and safety risks and negative environmental aspects.

Suppliers shall provide a supply chain traceability protocol, for example in accordance with the SEIA's Solar Supply Chain Traceability Protocol or the Solar Stewardship Initiative.

Fair Competition and Antitrust

SUNOTEC is committed to fair, competitive business practices that comply with antitrust and competition national and international legislation. These laws are designated to uphold free and open competition in the marketplace.

Our suppliers shall not be engaged in discussion, collude or agreement with third parties to:

- Fix or control prices, terms and conditions;
- Share or receive confidential information with/from current or potential competitors or any other unauthorized parties;
- Choose not to submit a bid, withdraw a bid or submit an artificial bid to influence the outcome of a bidding process.

Anti-Bribery and Anti-Corruption

SUNOTEC is committed to conducting business with integrity and all forms of bribery, corruption, extortion and embezzlement are strictly prohibited. Our suppliers must not pay or accept bribes or participate in any illegal inducements in business or government relationships. Our suppliers shall have systems in place to prevent bribery and corruption and shall comply with applicable laws.

Data protection

We expect our suppliers to protect and safeguard personal and confidential information and to comply with applicable national and international regulations for data protection.

Reporting

If there is a violation of this Supplier Code of Conduct, suppliers must immediately inform SUNOTEC. Anyone reporting in good faith shall be protected from retaliation.