



## Supplier Code of Conduct

True partnership is the key to success in the business of WINGAS/WIEH and their affiliates. With our clients as well as with our employees and suppliers.

We strive to combine this strength with our suppliers' competencies to make full use of the opportunities sustainable development offers. This also implies that we expect our suppliers as well as their suppliers and sub-contractors to fully comply with all applicable laws and adhere to all internationally recognised environmental, social and corporate governance standards.

We particularly expect you as our supplier to enact and support the following standards:

### **Safety and environmental protection**

- We expect our suppliers to fully comply with all applicable environmental, health and safety regulations.
- Our suppliers are expected to promote the safe and environmentally sound product development manufacture, transport, use and disposal of their products.
- We expect that our suppliers protect their employees' and neighbours' live and health as well as the general public at large against hazards inherent in their processes and products.
- We expect you as our supplier to use resources efficiently, apply energy-efficient, environmentally friendly technologies and reduce waste as well as emissions to air, water and soil.
- You are expected to reduce the effect on biodiversity, climate change and water scarcity in your everyday operations.

### **Social**

- Our suppliers are expected to support and respect the protection of internationally proclaimed human rights, including minimum wage and working hours.
- We expect our suppliers to fight forced labour, child labour and discrimination at the workplace.
- We expect you as our supplier to uphold the freedom of association and the right to collective bargaining.

### **Governance**

- We expect our suppliers to abide by all national and international regulations under antitrust and trade control legislation.
- Our suppliers are expected to work against corruption including bribery and ensure that personal relationships do not affect business activities.
- You as our supplier are expected to abstain from any kind of money laundering activities.

Our relationship with you is based on mutual trust and respect.

You may also demonstrate your commitment to these principles through compliance with your own code of conduct or company policies that embrace these standards.

Ensuring the principles of sustainable development in our supply chain is important to us. You are part of our supply chain – we count on your commitment.