

## Code of Conduct for Suppliers

Ethical behavior and sustainability in the sense of economic, environmental and social responsibility are essential components of Alpiq's business strategy. This also includes long-term and trusting partnerships with our suppliers in order to achieve these goals.

Our suppliers understand that they are important strategic partner in the collaboration with Alpiq and that their company culture also contribute to the joint achievement of these goals.

We therefore agree with our suppliers to the principles laid down in this Code of Conduct for Suppliers, which apply to all Alpiq Group suppliers for the entire duration of the business relationship.

### 1 Integrity

#### **Compliance with laws**

It is a matter of course for our suppliers to comply with all applicable laws, to protect the environment and to respect human rights, taking into account the international Convention on Labour Law, the Convention on the Protection of the Environment and the Convention on the Protection of Natural Resources, and other similar laws and directives.

#### **Avoiding conflicts of interest**

Our suppliers shall help to prevent conflicts between the interests of Alpiq and those of the suppliers, their employees and/or any other business partners. In the spirit of a trusting partnership, our suppliers shall immediately report existing or impending conflicts of interest to the respective contact person at Alpiq or the Alpiq Compliance Reporting Office.

#### **Prohibition of corruption and bribery**

Acting with integrity and responsibility is of high importance for our suppliers. Our suppliers clearly distance from any form of corrupt behavior, such as bribery or granting or accepting unlawful advantages.

#### **Fair competition**

Our suppliers are committed to fair competition and comply with international and national competition and antitrust laws.

#### **Trade and economic restrictions**

Trade and economic restrictions (import and export restrictions, trade sanctions, embargoes, etc.) are carefully examined and observed and taken into account in the supply chain of our suppliers.

#### **Intellectual property**

Our suppliers protect the intellectual property of Alpiq and third parties. This includes, among other things, patents, trademarks, copyrights, designs and know-how.

#### **Dealing with confidential information / business secrets**

Handling confidential or sensitive business information with care is part of the company culture of our suppliers. Our suppliers will not tolerate the use of such business information for personal financial gain or advantage or the disclosure of information that could influence the decision of potential investors to make or refrain from making an investment. It does not matter whether the business information was brought to the attention of the suppliers or their employees or became known by chance.

## 2 Working conditions

### Prohibition of any discrimination

The suppliers respect the personal dignity, privacy and personal rights of each individual and do not tolerate any kind of discrimination or harassment in their company.

### Whistleblower protection

When employees report integrity concerns or violations in good faith, our suppliers will ensure that those employees are not harmed in any way as a result of their report.

### Prohibition of forced and child labour

Forced and child labor are prohibited. Our suppliers assume responsibility and know the minimum age for admission to employment in accordance with the applicable national regulations. In the absence of national legislation, the conventions of the International Labour Organization (ILO) shall apply.

### Health and safety at the workplace

A safe working environment and compliance with regulations regarding occupational safety is part of the social responsibility of our suppliers.

### Appropriate working conditions

Our suppliers strive to provide appropriate and progressive working conditions in the frame of their social responsibility. In doing so, our suppliers ensure at least compliance with the applicable wage and working conditions, such as minimum wages, maximum working hours and national regulations for equal pay.

## 3 Environmental protection

### Basic mindset

Protecting the environment is a committed goal of our suppliers. This includes the reduction of emissions, the reduced use of hazardous substances to protect people and the environment, and the conservation of water and energy. While respecting environmental laws, our suppliers strive for continuous improvement in relation to their products and services.

### Responsible procurement of raw materials

Our suppliers support activities that ensure the responsible procurement of raw materials. Our suppliers are committed to sustainable procurement and the use of raw materials that have not been purchased illegally or through ethically reprehensible or unacceptable measures. In doing so, our suppliers strive to identify such raw materials in its products, to trace them back in the supply chain as best as possible and to disclose the origin of the raw materials upon request. This includes as well safe use, transport, storage and disposal of hazardous materials.

### Product safety

The products and services purchased from our suppliers are safe and shall not endanger people or the environment and comply with the legally prescribed standards regarding product safety. Our suppliers clearly communicate information on safe use.

## 4 Implementation

### Monitoring

Compliance by our suppliers with the principles set out in this Code of Conduct is of great importance to Alpiq in the context of a trusting partnership. In order to guarantee compliance with the principles, set out in this Code of Conduct for Suppliers, our suppliers ideally maintain appropriate management systems or have equivalent processes in place. Our suppliers will consider equivalent principles in their own supply chains.

Alpiq may verify compliance with this Code of Conduct for Suppliers itself or have it verified by suitable external parties. The procedure and scope shall be agreed with the suppliers in advance.

**Measures in the event of non-compliance**

Significant violations of these principles by the suppliers constitute a breach of trust and as well a breach of contract for Alpiq. In such cases, Alpiq reserves the right to demand reasonable remedial action or may terminate the collaboration.

**Notification of infringements**

In our partnership, we foster a culture of learning from our mistakes by dealing with them openly and transparently. Therefore, we expect our suppliers to immediately report any suspected cases or concrete knowledge of violations of laws or this Code of Conduct for Suppliers to the Alpiq Compliance Reporting Office.

This can be done either by e-mail ([compliance@alpiq.com](mailto:compliance@alpiq.com)) or by telephone (+41 62 286 70 70).