

# Partner Code of Conduct

May 2022

## Code of Conduct for our Partners

Taaleri Energia's mission is to finance the transition into renewable energy. By developing, financing and operating renewable energy assets, we contribute significantly to addressing the challenges caused by climate change and to creating a basis for sustainable economic development. Taaleri Energia's Code of Conduct, as amended from time to time and available publicly on our website, constitutes our fundamental commitment to act in a sustainable, ethical, and socially responsible manner and to comply with applicable legal requirements wherever we operate.

As part of the implementation of our corporate responsibility commitments, Taaleri Energia strives to whenever possible ensure that our business partners follow principles that are consistent with Taaleri Energia's policies. Generally, business partners are carefully selected, and we do not operate or enter into business relationships with parties that violate law or good business practice.

In this code of conduct for our business partners ("**Partner Code of Conduct**") we extend our corporate responsibility expectations to our business partners and define the basic principles to which Taaleri Energia expects our partners who provide services, work and/or goods to us ("**Partner**") shall adhere to.

Partners shall ensure compliance with the Partner Code of Conduct in all of their activities. In addition, Partners shall comply with any additional requirements agreed in the contractual documents agreed with Taaleri Energia or our affiliates. Partners are furthermore expected to have appropriate management systems in place to ensure compliance with the principles set out herein, proportionate to the risks of their business activities.

Partners may be required to confirm compliance with this Partner Code of Conduct by providing information to Taaleri Energia on request and allowing on-site audits. The Partner is obligated to participate in any audit at its own expense and is expected to cooperate and assist in carrying out such audit.

Any activity materially conflicting with the principles set out in this Partner Code of Conduct is always considered a material breach of contract and subsequently constitutes grounds for terminating collaboration with the Partner.

Suspected violations of the Partner Code of Conduct can be reported through the Taaleri whistleblowing channel available on our website. The channel is available for both internal or external stakeholders and can be used anonymously. In addition, we expect our Partners to have appropriate grievance mechanisms in place for their employees.

**We require our Partners to:****1. Comply with Law and Best Practises**

Taaleri Energia is committed to following the laws, regulations and official orders of all countries where it carries on its business. Compliance with laws and responsible and ethical conduct are among the cornerstones of our business.

Partners are required to comply with laws and regulations applicable on their operations. In addition to complying with all applicable legal and regulatory requirements, Partners are expected to act in accordance with best industry practices and the highest business ethics standards. Furthermore, we expect our Partners to commit to continuous improvement in all areas listed in this Partner Code of Conduct.

**2. Respect Human and Labour Rights**

In addition to local law and regulation, Taaleri Energia is committed to respecting internationally recognised human and labour rights in its business activities. Partners are required to ensure that their activities are in line with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation (ILO) on Fundamental Principles and Rights at Work and the International Bill of Human Rights and make sure that they are not complicit in human rights abuses.

**Forced Labour**

Oppose and not participate in, or benefit from, the use of forced and compulsory labour, or human trafficking in any form. Ensure that all labour is voluntary and that employees have freedom of movement during their employment.

**Child Labour**

Oppose and not participate nor benefit from the use of illicit forms of child labour.

**Occupational Health & Safety**

Establish and implement appropriate health and safety management systems, which includes reporting on incidents.

Commit to occupational health and safety standards for employees, and give employees mandatory training, information and protective equipment necessary to perform their tasks safely.

Implement emergency preparedness measures in accordance with best practices.

Ensure that accommodation, if provided for workers, is safe, and the living conditions meet health and safety standards.

**Working Hours & Compensation**

Comply with applicable laws, industry standards and relevant collective agreements on compensation, benefits, working hours, breaks and documentation requirements (e.g. employment contracts).

**Non-Discrimination & Harassment**

Treat employees fairly and equally regardless of e.g. gender, ethnicity, religion, nationality, age or physical characteristics.

Do not tolerate harassment or bullying.

**Freedom of Association & Collective Bargaining**

Respect the right of employees to form and join a trade union of their choice, elect representatives and to bargain collectively, and not interfere with these rights.

**3. Have Zero Tolerance for Bribery, Corruption & Money-Laundering**

Not approve, tolerate, permit or engage in any kind of extortion, bribery or corruption that may create an impression of inappropriately influencing a business decision, yields an inappropriate advantage to a party or person or can be seen as trying to influence decision-making in other ways.

Do not, either directly or indirectly, offer, promise or make a payment of anything of value, including facilitation payments, to civil servants, private persons or companies, with the intention to obtain an improper business advantage.

Only offer and accept ordinary gifts that do not contradict the above principles.

Implement protective measures, such as KYC measures, and refrain from any activities which may be considered part of any money laundering process. Ensure compliance with all applicable laws and regulations regarding economic sanctions.

**4. Avoid and Disclose Conflicts of Interest**

It is crucial for Taaleri Energia that activities are conducted in our best interests. When acting on behalf of Taaleri Energia or our affiliate use sound judgment and avoid all conflicts of interest that may adversely influence our business relationship. Manage conflict of interests by being open and transparent by disclosing the situation to Taaleri Energia.

**5. Respect the Environment**

Meet all relevant environmental legislative and regulative requirements and maintain all applicable permits, registrations and licenses.

Support a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility. Strive to develop and diffuse environmentally friendly technologies.

Identify and evaluate the environmental performance of its activities, mitigate environmental impact, and make continuous improvements in environmental protection. Strive to continuously reduce the use of energy and water, minimise waste and emissions to air, water and land as well as mitigate impacts on biodiversity.

## **6. Respect Confidentiality, Intellectual Property & Data Privacy Rules**

Protect and respect intellectual property and confidential information of Taaleri Energia and third parties and ensure that any intellectual property and confidential information of Taaleri Energia or third parties is used solely as explicitly permitted.

Only collect, process, disclose or store personal data in accordance with applicable laws and regulations and with a legitimate business purpose, and ensure that necessary agreements are in place before collecting, processing or transferring personal data to third parties.

## **7. Respect Fair Competition**

Respect free and fair competition and comply with competition law. Compete fairly and ethically in all respects.