

## EcoPar Supplier Code of Conduct

This code of conduct applies to all EcoPar's suppliers, sub-contractors and business associates who deliver products or services to EcoPar. The code of conduct also applies to employees of the suppliers, whether they are contracted directly or indirectly, employed on a permanent or temporary basis, subcontracted, or supervised.

### 1. Compliance with Laws and Regulations

Suppliers must comply with all applicable laws and regulations in the countries where they operate. This includes, but is not limited to, labor laws, environmental protection laws, and business ethics regulations.

### 2. Human Rights and Labour Practices

Suppliers are expected to respect fundamental human rights as outlined in the UN Universal Declaration of Human Rights and the core conventions of the International Labour Organization (ILO). This includes:

- No use of child labour.
- No use of forced, prison or compulsory labour.
- Upholding workers' rights to freedom of association and collective bargaining.
- Compliance with laws regarding working hours, sick-leave, annual holidays, parental leave, wages and benefits.
- Zero tolerance for discrimination, harassment or retaliation.

### 3. Occupational Health and Safety

Suppliers must provide a safe, secure and healthy workplace and comply with all relevant health and safety regulations. This includes:

- Ensuring that appropriate health and safety information and equipment are provided to employees and contractors.
- Regular dialogues with stakeholders to improve the working environment.

### 4. Business Ethics

Suppliers are expected to uphold the highest standards of integrity and transparency in their business conduct. This involves:

- Not engaging in, tolerating, or permitting bribery, corruption, or any unethical practices.
- Promoting fair competition and actively avoiding conflicts of interest.

## 5. Environmental Responsibility

Suppliers should minimize their environmental impact and comply with all relevant environmental laws. They should also actively strive for environmental sustainability by:

- Implementing measures to reduce emissions and waste.
- Use energy and natural resources efficiently.
- Protecting biodiversity and ecosystems.

## 6. Compliance and Reporting

By signing EcoPar's Supplier Code of Conduct, the authorized representative of the company confirms that the supplier and any subcontractors adhere to the commitments outlined within this document. The supplier is also responsible for ensuring that entities within their supply chain uphold the same principles.

Suppliers must have systems in place to confidentially report unethical behavior and violations of the Code of Conduct. Any non-compliance with EcoPar's Supplier Code of Conduct shall be reported to a contact person at EcoPar without delay. When asked, suppliers should supply necessary documentation and take an active role in demonstrating adherence to the code of conduct.