

Supplier Code of Conduct

Version 2.0 as of 02.2019

We – Uniper – expressly recognise the ten principles of the [UN Global Compact](#) and actively support these fundamental principles in the areas of human rights, labour standards, environmental standards, and the application of stringent ethical and moral business standards.

Our “suppliers”, including their corporate bodies, employees, representatives, subcontractors, and sales partners, must observe all applicable domestic and foreign legal provisions, and avoid all actions that could lead Uniper or a company affiliated with Uniper to violate or be subject to penalties under applicable law. In addition, in line with the UN Global Compact, we expect our suppliers to comply with our **social**, **environmental** and **corporate governance** standards (see on the right).

The Supplier Code of Conduct is an integral part of all contracts between Uniper, our suppliers, and their upstream suppliers. If suppliers fail to comply with any part of the Supplier Code of Conduct, they will be expected to take immediate remedial actions. Uniper reserves the right to terminate its contracts with suppliers who cannot demonstrate their adherence to this Supplier Code of Conduct.

At Uniper, we live with integrity. We always do what is right.

Uniper Board of Management

Our standards

- ✔ Respect for Human Rights
- ✔ No child, forced, or compulsory labour
- ✔ No discrimination or harassment
- ✔ Transparency of working hours and remuneration
- ✔ Freedom of association and the right to collective bargaining
- ✔ Occupational safety and health

- ✔ Protection of the environment
- ✔ Handling of hazardous materials
- ✔ Minimisation of resource deployment, waste, and emissions

- ✔ Adherence of the antitrust law and trading regulations
- ✔ Adherence of the anti-corruption and anti-bribery laws
- ✔ Adherence of the anti-money laundering
- ✔ Avoidance of conflicts of interest situations

Our monitoring methods

To make sure that our suppliers comply with our standards we reserve the right to monitor whether the Supplier Code of Conduct is respected using the following methods:

- Supplier self-declaration
- Declaration via third parties
- Submission of certifications
- Onsite audits

Respect of human rights

We expect our suppliers to respect and support the UN Universal Declaration of Human Rights, and to ensure that they are not complicit in human rights abuses.

No child, forced, or compulsory labour

In accordance with conventions of the International Labour Organization (ILO), our suppliers must not tolerate child labour, forced labour, or any other form of compulsory labour.

No discrimination or harassment

Our suppliers must treat all their employees with respect and dignity. No employee will be physically, psychologically, sexually, or verbally harassed or abused due to their gender, race, religion, age, family background, or origin.

Transparency of working hours and remuneration

Our suppliers' working hours must comply with applicable laws. Their employees must receive employment contracts in which their working hours and compensation are stated explicitly. All remuneration must be paid without delay, and in accordance with current applicable laws.

Freedom of association and the right to collective bargaining

Our Suppliers must respect their employees' freedom of association and right to collective bargaining as stated in current applicable laws and the ILO conventions.

Occupational safety and health

In compliance with applicable laws and regulations, our suppliers must ensure their employees' occupational safety and health. All hazards and the resulting health risks encountered by the employees must be taken. In addition, they must provide their employees with on-going training on occupational safety.

Protection of the environment

We expect our suppliers to have developed and implemented a concrete environmental policy, and perform their business activities in compliance with all applicable laws and regulations regarding environmental protection.

Handling of hazardous materials

When handling substances (materials, preparations, and products) that are classified as hazardous to the environment, our suppliers must ensure that such substances are handled, transported, sorted, recycled, and/or disposed safely.

Minimisation of resources deployment, waste, and emissions

Our suppliers must constantly strive to use resources more mindfully and responsibly, and integrate this approach into their business operations and management. All sources of waste as well as emissions to air, water, and soil must be minimised, characterised and monitored.

Our standards in detail

Adherence of the antitrust law and trading regulations

Our supplier must observe all applicable national and international antitrust laws and trading regulations. Appropriate and necessary preventative measures must be taken.

Adherence of the anti-corruption and anti-bribery laws

Our suppliers must act against corruption and bribery. We expect our suppliers not to engage directly or indirectly in any form of corruption or bribery and not to grant, offer or promise anything of value to a governmental official or to a counterparty in the private sector to influence official action or to obtain an improper advantage.

Adherence of the anti-money laundering

Our suppliers must refrain from any form of money laundering activities.

Avoidance of conflicts of interest situations

Our suppliers must ensure – without being requested to do so – that no conflicts of interest arise between them and Uniper or, if such conflicts are discovered, that they are eliminated and reported to Uniper.