



Supplier Code of Conduct

Version 3.0 as of 02.2023

We - Uniper - expressly recognise the ten principles of the [UN Global Compact](#) and actively support these fundamental principles in the areas of human rights, labor 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, 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. Reports on potential rule violations or risks may be directed to whistleblowing@uniper.energy or to our external independent whistleblower hotline operated by the law firm Simmons & Simmons at uniper-compliance@simmons-simmons.de. For more information on the reporting procedure, please visit www.uniper.energy/about-uniper/compliance.

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

Uniper Board of Management

Our standards

- Respect of human rights
- No child, compulsory or forced labor
- No discrimination or harassment
- Transparency of working hours and remuneration
- Freedom of association and of peaceful assembly
- Occupational safety, health and security

- Protection of the environment
- Sound handling of hazardous materials
- Reduction of pollution and responsible use of natural resources

- Adherence to antitrust law and trading regulations
- Adherence to anti-corruption and anti-bribery laws
- Adherence to laws against money laundering, terrorist financing and applicable sanctions regimes
- 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

Our Standards in Detail

✔ Respect of human rights

Our suppliers must respect and support internationally recognized human rights in accordance with the UN Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. Suppliers acknowledge the impact of their operations on the environment, which might create adverse impacts on human rights if not addressed correctly. Suppliers ensure to prevent and mitigate adverse human rights impacts that have a direct link to their operations, products or services.

✔ No child, compulsory or forced labor

Our suppliers must not tolerate child, compulsory or forced labor, or any other form of compulsory labor.

✔ No discrimination or harassment

Our suppliers must comply with all applicable laws relating to discrimination in hiring, employment practices, and harassment and retaliation. Uniper expects suppliers to operate workplaces free of discrimination, harassment, mobbing or intimidation in any form on any grounds including but not limited to gender, color, race, national or ethnic origin, religion or worldview, disability or other status such as age, marital and family status, sexual orientation and gender identity, economic and social background, or any other protected characteristic.

✔ 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. Our suppliers must not withhold an adequate living wage.

✔ Freedom of association and of peaceful assembly

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

✔ Occupational safety, health and security

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

✔ 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. We expect our suppliers to counter fight any unlawful eviction or taking of land, forests and waters in the acquisition, development or other use of land, forests and waters, the use of which secures the livelihood of a person within their supply chain.

✔ Sound handling of hazardous materials

When handling substances (materials, preparations, and products) that are classified as hazardous to the environment (e.g. mercury), our suppliers must ensure that such substances are handled, collected, stored, transported, sorted, recycled, and/or disposed in a manner that is not environmentally sound or in conflict with internationally recognized environmental standards.

✔ Reduction of pollution and responsible use of natural resources

Our suppliers must constantly strive to reduce pollution and ensure a responsible use of natural resources, 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.

✔ Adherence to antitrust law and trading regulations

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

✔ Adherence to 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 to laws against money laundering, terrorist financing and applicable sanctions regimes

Our suppliers must refrain from any form of money laundering, terrorist financing activities and violations of applicable sanctions regimes.

✔ 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.