

## SUPPLIER CODE OF CONDUCT

LITOSTROJ POWER builds its business success on own reputation based on ethical values in conjunction with top-quality services and products. Our actions show that we respect human rights, create appropriate working conditions and that we are socially responsible.

LITOSTROJ POWER places great importance on complying with the legal requirements and internal regulations. Our conduct affirms our professionalism and respect to the culture and customs of every country.

### Supplier Code of Conduct

The purpose of this Supplier Code of Conduct is to define the basic sustainability requirements placed on LITOSTROJ POWER's suppliers. Each LITOSTROJ POWER's supplier **is expected** to implement the principles of the Supplier Code of Conduct across their whole business area.

LITOSTROJ POWER's suppliers shall comply with all the applicable laws and regulations in all locations where they conduct business. If such laws do not exist, the principles of this Supplier Code of Conduct shall be used as guidelines. This Supplier Code of Conduct is therefore made available to our suppliers with the goal of strengthening our mutual understanding of how sustainability should be practiced in *day-to-day* business.

#### HUMAN RIGHTS

Suppliers **shall provide** the human rights of their employees and treat them with dignity and respect. This includes the following principles:

##### Protection

LITOSTROJ POWER's suppliers should support and respect the protection of internationally proclaimed human rights.

##### Abuse Avoidance

LITOSTROJ POWER's suppliers shall make sure that they are not complicit in human rights abuses.

#### LABOR STANDARDS

Suppliers **shall provide** labor standards to their employees. This includes the following principles:

##### Freedom of association

LITOSTROJ POWER's suppliers shall uphold and respect employees' freedom of association and their right to collective bargaining.

LITOSTROJ POWER's suppliers are expected to be committed to an open and constructive dialogue with their employees and worker's representatives. LITOSTROJ POWER's suppliers will not disadvantage employees who act as workers' representatives.



#### Forced and Compulsory Labor Avoidance

LITOSTROJ POWER's suppliers shall not use forced labor and employees are free to leave their employment after reasonable notice as required by national law or contract. Employees are not required to lodge deposits of money or identity papers with their employer.

LITOSTROJ POWER does not tolerate slavery or servitude as well as involuntary prison labor.

#### Child Labor Avoidance

LITOSTROJ POWER does not tolerate child labor in its supply chain. LITOSTROJ POWER's suppliers are expected not to employ children who are below the minimum legal age for employment. Minimum age is the age of completion of compulsory schooling but not less than 15 years. Children over minimum age are not employed for any hazardous work or work that is inconsistent with the child's personal development.

#### Non-discrimination

LITOSTROJ POWER's suppliers shall treat their employees with respect and dignity. Suppliers are expected to provide their employees with a workplace free of harsh and inhumane treatment, without any sexual harassment, sexual abuse, and corporal punishment or torture, mental, physical, or verbal abuse of employees and without threat of any such treatment.

All kinds of discrimination based on partiality or prejudice is prohibited such as discrimination based on race, color, gender, sexual orientation, marital status, pregnancy, parental status, religion, etc.

#### Working conditions

Working hours for suppliers' employees will not exceed the maximum set by the applicable national law. Compensations and benefits will comply with applicable national wage laws and ensure an adequate standard of living. Supplier's employees shall be paid in a timely manner.

LITOSTROJ POWER's suppliers shall provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Appropriate health and safety information, training and equipment shall be provided to employees.

## ENVIRONMENT

Suppliers **shall operate** in an environmentally responsible and efficient manner. This includes the following principles:

#### Support of greater environmental responsibility

LITOSTROJ POWER's suppliers shall support a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility.

Suppliers shall comply with all applicable environmental laws and regulations. Suppliers are encouraged to implement their own management systems to meet these requirements.

#### Development

LITOSTROJ POWER encourages its suppliers to the development and diffusion of environmentally friendly technologies.

## ANTI-CORRUPTION

Suppliers **shall provide** the highest standards of anti-corruption environment to their employees. This includes the following principles:

#### Behavior

The highest standards of integrity are to be expected in all business interactions. Any form of extortion and corruption, including improper offers for payments to or from employees or organizations, is prohibited.