

# Becoming Better Together

## Our expectations from our suppliers

### PREAMBLE

At Sunrock, it is our firm belief that we are part of a clean energy future. We have a responsibility to realize that future without compromising the dignity and wellbeing of our workers, other individuals in our value chains and the natural environment at home and abroad. Sunrock has a public [ESG Policy Statement](#) that articulates our journey to becoming better at the way we do business, and how we deal with the actual and potential negative impacts on people and the environment in all aspects of our operations.

We believe that we have a duty to conduct all our business activities responsibly, thereby avoiding and addressing negative impacts where these occur anywhere in our value chains. We want to reduce the environmental footprint and the ecological impacts of our operations, and to improve our social, ethical and governance performance. We commit to take actions to prevent causing or contributing to negative impacts, and to remedy actual negative impacts that nonetheless may occur, in line with internationally recognized ESG standards. We follow the [OECD Due Diligence Guidance for Responsible Business Conduct](#) in our transformation process. We expect our suppliers to do likewise.

### ABOUT THE SUPPLIER CODE OF CONDUCT

This Supplier Code of Conduct articulates the commitments we expect from our suppliers with respect to their corporate social and environmental responsibility in further detail. By signing the Code of Conduct, our suppliers commit to comply with internationally recognized ESG frameworks and applicable national laws. Suppliers must refer to the integral content of the international ESG frameworks referred to in this document for detailed explanation of our ESG requirements and expectations. Where any aspects of this Code of Conduct conflicts with the internationally recognized standards referred to above, the latter prevails. If the requirements of this Supplier Code of Conduct exceed those of applicable national laws, the provisions of the Supplier Code of Conduct

shall nonetheless be binding. Sunrock reserves the right to amend the content of the Supplier Code of Conduct as the changing context of Sunrock's operations and the obligations from legislation may demand. Amendments to the Supplier Code of Conduct will be shared with suppliers for signature before they enter into force.

### PEOPLE AND WORKER WELFARE

#### Human rights due diligence

We require our suppliers to commit to and implement the [UN Guiding Principles on Business and Human Rights](#), the [OECD Guidelines for Multinational Enterprises](#), [ILO Declaration on Fundamental Principles and Rights at Work](#) and the performance standards of the [International Finance and Corporation](#) (Performance Standard 2 on Labour and Working Conditions).



*Sunrock's route toward Becoming Better, adapted from the OECD Due Diligence Guidance for Responsible Business Conduct*

Our suppliers must publicly make a firm commitment to respect the dignity of people and the communities they interact with. The sustainability policies and action plans of our suppliers must be regularly updated to meet their actual circumstances and context. A supplier must have a management system in place for conducting risk-based due diligence to identify, prevent, mitigate, account for and remedy actual and potential negative impact on people in all their operations and in their value chains. The extent of the due diligence must be tailored to the size and context of the concerned company.

### **Occupational Health and Safety**

A supplier must comply with all of the obligations imposed by the applicable law with regard to occupational safety and health, prevention of occupational risk, and on technical and environmental matters. The supplier must, at all times, act in line with Sunrock's H&S Policy.

### **Decent work**

At Sunrock, we believe that all workers have a right to decent working conditions (as defined by the [International Labour Organization](#) and in the [UN Sustainable Development Goals](#)), and that companies have a role and a responsibility in ensuring this. Sunrock has zero-tolerance for the use of child labor, and require our suppliers to take maximum efforts to abolish forced labor or modern slavery in any aspects of the production of goods and deliverance of services in our supply chains. We also require our suppliers to ensure that their workers perform their tasks in a healthy and safe environment. Suppliers must recognize and facilitate the right of their workers to organize themselves, and to form associations and unions to collectively bargain about their interests.

### **Discrimination and dealing with vulnerable groups**

Suppliers must comply with the respective conventions of the International Labour Organization on discrimination and equal remuneration at all times. In this regard, suppliers

are strongly encouraged to have a diversity, equity and inclusion policy in place as the first step becoming inclusive employers. Suppliers must make additional efforts to identify vulnerable groups that may be present in their operations and supply chains. They must take appropriate steps to protect vulnerable groups against abuse and marginalization. Our suppliers are required to take action and use their leverage to identify and, where applicable mitigate, negative labor and human rights impacts of the workers and communities in their supply chains.

### **Stakeholder dialogue and engagement**

Sunrock requires its suppliers to initiate and engage in dialogue with their workers, suppliers and other stakeholders as part of their efforts to identify and deal with actual and potential negative impacts in their operations and their supply chains. We believe in the power of collaboration. We therefore encourage our suppliers to collaborate with us, their other business relations, civil society organizations and other stakeholders to initiate collective action to address issues that they cannot deal with individually.

## **PROTECTING THE ENVIRONMENT**

### **Reducing and preventing greenhouse gases emissions**

The business model of Sunrock is founded on our core belief that the use of fossil fuels in our energy system must be a thing of the past. Our quest is to support our clients to transition from the use of fossil fuels to renewable alternatives. In line with this, we aim to reduce our own carbon footprint at all levels. This is why Sunrock has joined the [Science Based Targets Initiative](#) and committed to reducing our scope 1 and 2 emissions by 50% by 2030, and to measure and reduce our scope 3 emissions. We require the cooperation of our suppliers in measuring and improving upon our scope 3 emissions. We expect our suppliers to also take active steps to reduce their scope 1 and 2 emissions, and to measure, and take actions to reduce their scope 3 emissions. By doing so, our suppliers and

us contribute to realizing the goals of the [Paris Agreement](#) that has as its main goal to limit global warming to, preferably, 1.5 degrees Celsius as compared to pre-industrial levels.

### **Biodiversity protection and circularity**

We require our suppliers to also take action to prevent negative biodiversity and ecological impact and to mitigate impacts that nevertheless may occur. They must commit to prevent air, water and land contamination, as well as to avoid harming plant and animal lives in their operations. Sunrock will work with its suppliers to improve the ecological conditions of the surroundings of our projects, where appropriate. Suppliers must prioritize the circular use of products and materials to help reduce the use and waste of primary natural resources. The reparation and reuse of products and materials are preferred above recycling. Where products or materials are disposed of—as an action of last resort—we expect this to be done in a manner that does not damage the climate, human health nor biodiversity.

### **Ethical behaviour and good governance**

Sunrock believes that businesses must be a force for good. Economic activities must contribute to sustainable development and serve to promote the livelihood of workers and the wellbeing of communities. Economic activities must go beyond advancing the interests of the privileged few. Integrity and fairness are values that are inevitable for companies that (seek to) operate responsibly. Our suppliers must therefore act with integrity, openness and fairness in their business operations, and shall avoid conduct that can harm the operations, integrity and reputation of Sunrock.

### **Bribery, corruption and fraud**

Corruption and bribery slow down economic growth, can create inequality, and can lead to conflict and instability. This holds particularly

for conflict affected and fragile areas. As part of their risk-based due diligence, suppliers must have measures in place to identify and deal with corruption and bribery in their operations. We also expect our suppliers to take extra measures when operating in conflict affected and high risk areas so as not to contribute to or exacerbate existing conflicts and instability. These measures could include for example extra checks about the owners of the companies they do business with, to ensure that these individuals are, for example, not on the sanctions list of the United Nations or European Union.

### **Access to remedy**

In the globalized and complex context that we and our suppliers operate in, it is inevitable that our acts and omissions, and those of our suppliers could directly or indirectly lead to negative consequences for people or the environment. Where such harm occurs, it is pertinent that alleged victims have access to a mechanism through which they can be heard and eventually receive remedy for the (perceived) harm caused or contributed to. Such a mechanism can also serve as an early warning system through which suppliers and Sunrock can be informed of actual and potential issues. Our suppliers are required to have a complaints or grievance mechanism in place for their own employees and for external stakeholders. This mechanism must be accessible, transparent and must involve dialogue between complainants and the supplier. Suppliers can join industry or multi-stakeholder grievance mechanisms to fulfill this obligation.

### **Transparency and disclosure**

Suppliers are required to be honest and transparent in their operations and inform Sunrock of technical, social and environmental issues that they become aware of. Suppliers must also be transparent about how they adhere to internationally recognized

ESG frameworks, and the progress made and how they plan to continuously improve upon their ESG performance. They must cooperate with Sunrock's request to participate in our annual supplier ESG assessments and shall inform Sunrock about negative impacts in our supply chains that they encounter in their due diligence. Suppliers are expected to annually and honestly report about their ESG performance.

They must cooperate with Sunrock to validate and verify information that has been shared as evidence for their ESG performance. They must inform their workers about the existence and content of this Supplier Code of Conduct and encourage workers to reach out to Sunrock with compliments, feedback and concerns.

On behalf of Sunrock

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Signature

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Company name

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Name of representative

On behalf of Supplier

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Signature

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Company name

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Name of representative

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