



Supplier Code of Conduct

tion-renewables.com

TION

Table of Contents

1. Introduction..... 3

2. People..... 4

3. Environment..... 5

4. Governance & compliance..... 6

5. Communication & information..... 7

1. Introduction

About this Supplier Code of Conduct

Tion Renewables AG, including its subsidiaries ("Tion", the "Group"), holds itself in high ethical regard and is committed to operate with integrity and in good faith. The Group expects its Suppliers to hold themselves to similarly high ethical regard and expects a commitment to operating with integrity and in good faith. This Supplier Code of Conduct ("Code") sets out the principles that the Group expects from its Suppliers.

Compliance with laws & regulations

Tion expects its Suppliers to fully comply with all applicable laws and regulations. However, Tion aims to go a step further and apply the highest ethical and moral standards to its operations. To that end, this Code lays out areas which Tion considers crucial and where the Group expects its Suppliers to go beyond existing laws and regulations.

Tion wants all its Suppliers to be aware of the significant consequences which may result from breaches of laws and regulations, including damage to the Suppliers' and the Group's reputation and its relationships with stakeholders, monetary and non-monetary fines as well as legal actions against both the Group and its Suppliers.

Compliance with international standards

Tion expects its Suppliers to be firmly committed and supportive of international standards, including the International Bill of Human Rights, the ILO Declaration on Fundamental Rights and Principles at Work, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

2. People

Human rights

Tion expects its Suppliers to be firmly committed to and supportive of human rights as set out in the Universal Declaration of Human Rights. The Group expects all Suppliers to act in accordance with the Universal Declaration of Human Rights and ensure they do not commit and are not complicit in human rights breaches.

Working conditions

Tion expects its Suppliers to be firmly committed towards offering their employees good working conditions and wages. This includes safeguarding employees' physical and mental health by offering a hygienic and safe workplace and offering them support and understanding where required.

Child and forced labor

Tion expects its Suppliers to be firmly committed to and supportive of the eradication of all kinds of child, forced, or compulsory labor, including in their own supply chains.

Non-discrimination, harassment & equal opportunities

Tion expects its Suppliers to be firmly committed to and supportive of Non-Discrimination, the prevention of any kind of harassment towards and between their employees and the creation of equal opportunities for all employees irrespective of race, color, gender, language, religion, political or other opinion, national or social origin, birth, or other status.

Occupational health & safety

Tion expects its Suppliers to be firmly committed to and supportive of occupational health and safety to ensure their employees are not in harm's way and feel they are provided with a safe working environment.

Freedom of association & collective bargaining

Tion expects its Suppliers to be firmly committed to and supportive of freedom of association & collective bargaining to ensure employees do not feel they might face repercussions if they try to organize themselves.

Communities

Tion expects its Suppliers to be firmly committed to creating mutually constructive relationships with the communities they operate in to ensure the fostering of good community relations and .that project activities do not exclude the local perspective, stakeholders are properly engaged with, and the outreach practices are empowering the communities.

3. Environment

Environmental protection

Tion expects its Suppliers to be firmly committed to and supportive of environmental protection. This means reducing adverse environmental impacts to a minimum and considering environmental concerns in their decision-making processes and business conduct.

Hazardous materials

Tion expects its Suppliers to be firmly committed to the responsible handling and management of hazardous materials to ensure harm to the environment is reduced to a minimum.

Resource management

Tion expects its Suppliers to be firmly committed to the responsible management of resources to ensure the prevention of environmental degradation. Furthermore, Suppliers should ensure recycling and reusing of resources in their operations to reduce resource use and waste.

4. Governance & compliance

Anti-corruption & bribery

Tion expects its Suppliers to be firmly committed to and supportive of the prevention of all forms of corruption and bribery. Suppliers should recognize the risk of corruption in dealings with both the public and private sector and aim to take any necessary steps to prevent corruption and bribery.

Fair competition

Tion expects its Suppliers to be firmly committed to and supportive of fair and open competition and the notion that market forces and public regulation guide prices for products and services. Therefore, the Group expects its Suppliers to never collaborate with competitors in a manner that may lead to reduced market competition or manipulated price levels.

Conflicts of interest

Tion expects its Suppliers to be firmly committed to preventing conflicts of interest between them and the Group. If conflicts of interest do arise, Tion expects its Suppliers to eliminate them as soon as possible.

Supplier standards

Tion expects its Suppliers to be firmly committed to implementing policies and procedures to ensure the expectations laid out in this Code are communicated to their own Suppliers along the supply chain.

Anti-money laundering

Tion expects its Suppliers to be firmly committed to and supportive of the prevention and eradication of money laundering to ensure financial transactions are not used by others to launder money.

5. Communication & information

Confidentiality

Tion expects its Suppliers to be firmly committed to and supportive of confidentiality and the responsible handling of confidential documents and information of Tion by their employees. Non-public information concerning Tion may be any information and data that a Supplier's employee becomes aware of due to their capacity as an employee of the Supplier and which is not otherwise in the public domain.

Data privacy

Tion expects its Suppliers to be firmly committed to and supportive of the protection of data privacy of employees and other relevant stakeholders. It is in the interest of all parties to keep personal information and data private to ensure that trust-based relationships between the Suppliers, the Group and other relevant stakeholder are nurtured.

Financial & non-financial reporting

Tion expects its Suppliers to be firmly committed to the provision of accurate and reliable financial and non-financial data and information to ensure any such data being publicly reported is accurately and reliably presented to interested stakeholders.