

# SUPPLIER CODE OF CONDUCT

V1 – March 2023

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# Sustainable business

- We want to develop BlueRevo into a sustainable company and continuously strive for sustainability in our processes, products and services.
- Corporate Social Responsibility is inherent to our social mission. BlueRevo is committed to contribute to a better world for the next generations – we strive to be a key enabler of energy transition worldwide by implementing our technology in locations with the most positive impact on health, environment, society and business.
- This can only be achieved by working together: with customers, governments, but also with suppliers and vendors who enable the delivery of our products and services. We are guided by our core values Innovation, Flexibility, Reliability and Excellence.
- BlueRevo is selective in purchases and in the choice of suppliers and partners. We test potential third parties on their sustainable business operations, check services and products against product specifications, and expect commitment to following this Supplier Code of Conduct.



# Sustainable procurement and supply chain

- Sustainable procurement for BlueRevo means that suppliers have acknowledged this Supplier Code of Conduct and that delivered products and services meet product specifications.
- We take responsibility for making our supply chain more sustainable and find it important our suppliers do the same. Therefore, we expect suppliers align their supply chains with the content and meaning of this Code of Conduct and take adequate actions if necessary.
- Our Supplier Code of Conduct is inspired by the ISO26000 guideline for sustainable business.





# Human rights

- Suppliers comply with (inter)national laws and regulations, ensure all necessary permits and maintain good governance aimed at continuity and based on integrity;
- BlueRevo expects its suppliers to translate BlueRevo's Code of Conduct into their own business and ensure compliance with it among their employees and suppliers;
- Suppliers recognize and act upon the Universal Declaration of Human Rights. Suppliers ensure that child labor, forced labor or discrimination does not occur in their supply chains.



# Working conditions

- Suppliers recognize and respect the right of employees to organize and join unions;
- Suppliers will not pay their employees less than minimum wage, in accordance with local laws or (if not available) a living wage that can meet basic human needs;
- Suppliers observe proper working hours and other working conditions (such as safety, health and social security) in accordance with local standards and (inter)national legislation.

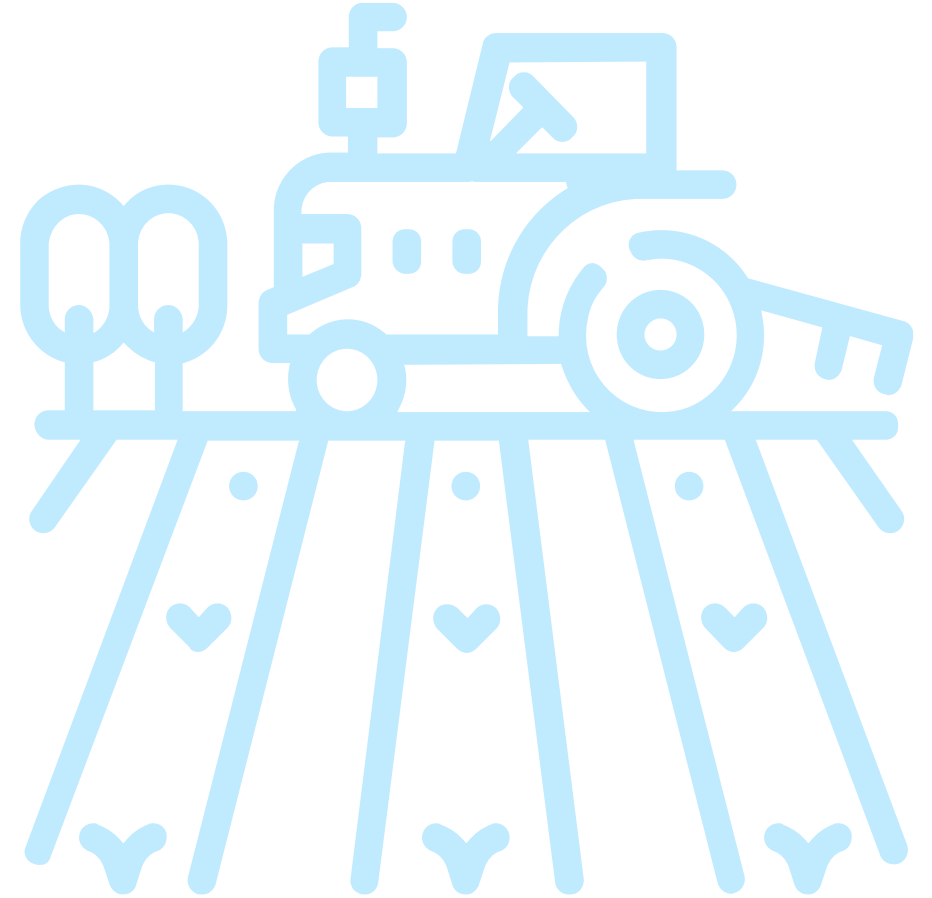


# Honest business practices

- Suppliers conduct their business fairly and make sound decisions, avoiding corruption, abuse of power and conflicts of interest;
- Suppliers respect (intellectual) property rights and guarantee customer data;
- Suppliers maintain fair business standards of marketing, sales and transparent and fair competition. In the event of a dispute between BlueRevo and its suppliers, a solution will be sought in an open and honest manner;
- Suppliers protect the health and safety of consumers, among other things, by providing reliable, environmentally friendly and safe products and services that enable sustainable consumption;
- Suppliers must have adequate and relevant insurance including, but not limited to, public and product liability and professional indemnity insurance which is current for the duration of the contract. They must comply with any request to provide proof of insurance or other related information and keep the firm abreast of any material changes.

# Environment and community

- Suppliers demonstrate commitment, a proactive attitude and continuous improvement in protecting the environment through energy conservation, reducing CO<sub>2</sub> and other harmful greenhouse gas emissions, waste treatment and recycling, as well as restoring the environment;
- Suppliers have an environmental management system in accordance with ISO14001 or comparable, or will have realized this within a foreseeable and to be agreed period;
- Suppliers show commitment to the community in which they operate, create local employment and develop the skills of their (local) employees;
- Suppliers consider and take responsibility for the effects of their activities on the community and the health of the people and animals in that community.





# Acknowledgement of this Supplier Code of Conduct

Suppliers who work for and with BlueRevo and its clients and who are in receipt of this Code agree to:

- Adhere to the requirements and expectations set out in this Supplier Code of Conduct;
- Provide complete and accurate information to facilitate third party due diligence efforts undertaken by BlueRevo;
- Comply with the applicable laws and regulations in the country or countries where they operate.

