



eew
Energy from Waste

Supplier **Code of Conduct**

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Preamble

EEW Energy from Waste (EEW) is committed to achieving an especially high level of social, environmental and ethical responsibility in all of its business activities. To strengthen this, EEW also strives to ensure that all services that contribute to EEW's business success are in alignment with the needs of current and future generations.

The principles based on the United Nations Global Compact, the U.N. Universal Declaration of Human Rights, the law on corporate due diligence obligations in the supply chain as well as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work establish the minimum standards that we expect our business partners and suppliers as well as their sub-suppliers to meet.

These principles will be an integral element in our tender terms and conditions and will be taken into account when awarding contracts. They are furthermore an integral element of all contracts between EEW and its suppliers and business partners. We aim to implement these principles in our entire value chain, insofar as this is in our sphere of influence. Moreover, we expect our suppliers and business partners to exert influence over their sub-suppliers and work with them to ensure compliance with the abovementioned principles and laws.

1. Minimum standards to be fulfilled by suppliers and business partners

All of EEW's business partners and suppliers are obligated to, at the very least, observe the principles and relevant laws of the countries in which they do business. EEW has identified three main focus areas that are decisive for a high degree of social and ethical responsibility in the value chain:

1. **Social standards:** recognition of human rights, assurance of appropriate working conditions for employees and equal treatment
2. **Social standards:** recognition of human rights, assurance of appropriate working conditions for employees and equal treatment
3. **Ethical and moral standards:** transparency and ethics in business relationships

1.1 Social standards

- **Recognition of human rights.** EEW expects its business partners, suppliers and their sub-suppliers to recognise and support the United Nations Universal Declaration of Human Rights and to ensure that they are not involved in human rights violations.
- **Occupational health and safety.** For all employees, occupational health and safety should be ensured in compliance with the applicable laws and regulations. All hazards and resulting health risks that employees are exposed to shall be appropriately assessed and the necessary protective measures shall be undertaken. Personal protective equipment shall be supplied to employees free of charge. Employees shall be regularly trained in the correct use of protective equipment and in general safety regulations.
- **No child labour, forced labour or slavery.** Child labour, forced labour or other involuntary work as set out in Conventions 29, 105, 138 and 182 of the International Labour Organization (ILO) will not be tolerated.
- **No discrimination or harassment.** Every employee shall be treated with respect and dignity. No employee shall be physically, psychologically, sexually or verbally harassed or abused on the grounds of gender, ethnic origin, skin colour, political views, religion, age, family circumstances, background or any other form of difference.
- **Transparency of working hours and remuneration.** Working hours must conform with the applicable laws. Employees receive employment contracts which set out the working times and remuneration. All remuneration shall be paid without delay and in accordance with the respective applicable laws. There should be efforts towards ensuring that male and female employees receive equal pay for equal work.

- **Freedom of association and the right to collective bargaining.** EEW's business partners and suppliers respect their employees' right to freedom of association and the right to collective bargaining in accordance with the applicable laws and ILO conventions.
- **Use of security forces.** EEW's business partners and suppliers may not use any private or public security forces that disregard human rights, for example, by using torture.
- **No violation of land rights.** EEW's business partners and suppliers accept the prohibitions of unlawful eviction and unlawful 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.

1.2 Environmental standards

EEW's business partners and suppliers should recognise the environmental impact resulting from their business activities. They should ensure responsible environmental stewardship and work continuously to reduce their environmental impact.

- **Environmental protection and conservation of natural resources.** Harmful contamination of soil, water bodies or air, harmful noise emissions or excessive water consumption must not endanger or harm the natural livelihood of a person. This includes access to drinking water and sanitary facilities. EEW expects its suppliers and business partners to develop and implement a specific environmental policy and to observe all applicable environmental protection laws and regulations in the course of their business activities.
- **Dealing with hazardous substances.** When dealing with chemicals and other substances that are classified as hazardous if they enter the environment, it is necessary to ensure these are safely handled, moved, stored, reused and disposed of. The supplier or business partner shall comply with the relevant laws and regulations in the countries in which they operate. These include in particular the Minamata Convention, the Stockholm Convention and the Basel Convention.
- **Reducing resource use, waste and emissions.** Continuously improving the efficiency of resource use is an important component of management and operational leadership. Waste of all kinds as well as emissions to air, water and soil shall be minimised, identified and monitored.

1.3 Ethical and moral business standards

- **High ethical standards.** EEW expects its suppliers and business partners to act with a high level of business ethics, to observe applicable national legislation and to not engage in any form of corruption, bribery, fraud or extortion.
- **Transparent business relationships.** All business activities should be conducted with the highest standards of integrity. Business partners and suppliers shall neither offer nor accept gifts, payments or other benefits that could serve to entice a person to act in breach of their duties. A zero-tolerance policy shall apply with respect to the prohibition of all forms of bribery, corruption, extortion and embezzlement.

2. Improvements

We encourage our suppliers to proactively give us suggestions and ideas for continuous social, environmental and economic improvements, so that we can jointly identify and assess new opportunities and potential for improvement.

3. Compliance with the Supplier Code of Conduct

We reserve the right to assess compliance with the principles of the Supplier Code of Conduct. This may be done by, inter alia, the following methods: self-reporting, third-party disclosures, presentation of certificates and on-site audits. If a business partner or supplier does not comply with any aspect of the Supplier Code of Conduct, it is expected that the supplier or partner will endeavour to take remedial action. We are prepared to work on this, together with our business partners and suppliers where appropriate, to meet the requirements arising from these principles. EEW reserves the right to terminate contracts with suppliers who cannot prove that they are complying with the Supplier Code of Conduct.

4. Reporting of irregularities

EEW encourages every person who would like to report violations of the provisions of this Supplier Code of Conduct to use the whistle-blower system described on the homepage (www.eew-energyfromwaste.com).



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