

# **BUSINESS PRACTICES FOR SUPPLIERS**



## 1. INTRODUCTION

At Etergo, we want to accelerate the transition to sustainable transport to improve the human condition for the current and future generations.

This Etergo Business Practices for Suppliers (the "Business Practices") is supporting our mission and the foundation for ensuring environmental and social sustainability and ethical conduct throughout our supply chain. The Business Practices is based on internationally recognized standards, and is universally applicable.

The principles outlined in the Business Practices serve as the cornerstone of Etergo's relationship with our suppliers. Etergo will identify and do business with organizations that conduct their business with principles that are consistent with the Business Practices. Our suppliers must maintain management systems that facilitate compliance with the Business Practices and the law, identify and mitigate related operational risks, and deliver continuous improvement. Etergo may conduct audits to observe these principles in action. If there is a reasonable basis to believe a supplier partner is in violation of the Business Practices, this may result in termination of the relationship unless the violation is cured in a satisfactory manner.

## 2. HUMAN RIGHTS

At Etergo we treat people with respect and dignity, encourage diversity, remain receptive to diverse opinions, promote equal opportunity for all, and foster an inclusive and ethical culture, in accordance with the relevant International Labour Organisation (ILO) conventions. We expect our suppliers to do the same.

We require from our suppliers to respect and support internationally recognized human rights for all of their workers. We do not accept any form of discrimination or harassment on the basis of for example race, color, gender, sexual orientation, age, religion, political opinion, national, ethnic or social origin. Nor do we accept the use of child labor or forced labor. The term "child" refers to any person under the age of 15 or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

Suppliers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed or perform work. Compensation paid to workers should comply with all applicable wage laws, including those relating to minimum wages.

## 3. HEALTH AND SAFETY

A healthy and safe working environment will enable and encourage innovation. We expect our suppliers to adopt and maintain an appropriate health and safety management system to limit exposure to occupational hazards, prevent emergencies, safeguard machines and manage physically demanding work. The work conditions at the supplier should not make their workers sick or cause them harm. Our suppliers shall comply with all applicable laws and ILO conventions related to maintaining a healthy and safe working environment.



## **4. ENVIRONMENT**

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## **5. ETHICAL BEHAVIOUR**

Etergo expects to work with people driven to do the right thing and who act with integrity. Obeying the law, both in letter and spirit, is the foundation on which Etergo's ethical standards are built. Suppliers must avoid conflicts of interest and operate honestly and ethically throughout the supply chain and in accordance with applicable law, including those laws pertaining to: anti-competitive business practices, respect for and protection of intellectual property, company and personal data, export controls and economic sanctions. We do not accept any behaviour that is intended to deceive or mislead others. We expect our business partners to contribute to preventing fraud.

## **6. NO CORRUPTION OR BRIBERY**

We expect our suppliers to abide by all applicable anti-corruption laws and regulations of the countries in which it operates and applicable international anti-corruption conventions. Supplier must not make illegal payments themselves or through a third party (or agent). This includes a prohibition on facilitating payments intended to expedite or secure performance of a routine governmental action like obtaining a visa or customs clearance, even in locations where such activity may not violate local law. To prevent corruption and bribery, we expect our suppliers to have a policy restricting the giving and acceptance of gifts. Gifts include items such as cash, or cash equivalents including entertainment, gift cards, product discounts, and non-business activities. We also expect our suppliers to have a process to investigate and report any violations to the policy.

## **7. RESPONSIBLE SOURCING**

Etergo is committed to protecting the environment, and environmental responsibility is at the core of how we operate. We expect our suppliers to develop implement, and maintain environmentally responsible business practices.

Etergo considers mining activities that fuel conflict as unacceptable. Our suppliers are accountable for developing and implementing their own due diligence program in alignment with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Suppliers must identify, address and mitigate any risks in their supply chain related to the mining of minerals originating from regions at high risk.