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# Stedin Group **Supplier code of conduct**

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Stedin Group's mission is to work together to create an environment filled with new energy. Challenges such as the current energy transition and sustainability are seen as essential parts of our responsibility to society. Being completely socially responsible is only possible when all partners in the supply chain take part. For this reason, we ask all suppliers to adhere to the Stedin Group values and demonstrate their efforts in doing so, by signing this code of conduct.

Stedin Group recognizes that suppliers may find themselves in different stages of development, and wants to build strong relationships based on equality, to face societal challenges together.

The code of conduct is based on the guideline from the Organisation for Economic Co-operation and Development ([OECD](#)). Once this document has been signed, the supplier commits to all following values and recognizes that any deviations are of effect on the relationship with Stedin Group. The supplier will also ensure that their employees, sub-suppliers and any third parties that are enlisted are compliant with the current laws and regulations and this code of conduct.

## PEOPLE & ETHICS

### Human Rights

Stedin Group expects that all her suppliers acknowledge and apply the Universal Declaration of Human Rights ([UDHR](#)) and the international working conditions and working conditions treaties such as defined by the International Labor Organizations ([ILO](#)). Among other things, we expect from our suppliers that they:

- Counteract discrimination based on age, nationality, race, background, gender, sexual orientation or physical limitation (UDHR article 2, 7, and 23, ILO No. 111 and No. 100);
- Respect all (inter)national laws and regulations regarding child labor and do not tolerate child labor under any condition in their production chain. Among other things, this entails that school aged children are not a part of their work force (ILO No. 138 and No. 182);
- Declare that work is conducted on a voluntary basis, and that no pressure is applied to conduct work (ILO No. 29 and No. 105); and
- No conflict minerals are used in their production chain, as defined in the [OECD guidelines for the responsible supply of minerals](#).

### Working Conditions

It is important to Stedin Group that her suppliers respect the rights of their employees to organize and join labor unions. We expect that our suppliers do not pay less than the minimum wage that is defined in national and local laws. When these laws are not defined, suppliers will pay a reasonable wage that allows employees to provide for their basic needs. The suppliers will adhere to reasonable working hours and other working conditions (such as safety, health and social security) that follow the local standards and laws and respect the principles of the International Labor Organization with regards to working conditions (ILO No. 87 and No. 98).

## Consumers

Stedin Group believes it is important that her suppliers protect the health and safety of citizens. We expect our suppliers to supply reliable, environmentally friendly, sustainable and safe products and/or services.

## ONE PLANET THINKING

'One Planet Thinking' entails the goal of Stedin Group to limit her impact on the planet within the earth's boundaries in the year 2030. Therefore, we will focus on the areas where the impact is largest and has set the following goals. We commit ourselves to actively reduce the impact in these areas and compensate when necessary:

- To be carbon neutral in 2030 with regards to carbon dioxide emissions (scope 1 and scope 2). We stimulate our suppliers to set the same goals, reducing the scope 3 emissions.
- Be 100% circular in 2030 by purchasing circular products and materials, high quality reuse and recycling.
- Contribute to cleaner air by reducing fine dust emissions by 50% in 2030 compared to 2018, in accordance with the targets set by the World Health Organization (WHO).
- Contribute to an inclusive society by offering equal opportunities and equal treatment for everyone.

In the procurement processes of Stedin Group, these topics are important criteria. We expect suppliers to visibly commit themselves to realizing social and environmental improvement.

## INTEGRITY

### Good Governance

Stedin Group expects her suppliers to adhere to the national and international laws and regulations that apply to good governance. The suppliers must have good governance that is based on integrity and facilitates the continuity of the company.

### Transparency

Transparency contributes to achieving success together. Stedin Group is prepared to provide insight in operational processes, chains and performance related to societal achievements and asks the same from her suppliers. Transparency enlarges mutual trust and allows for insight in possible improvements.

### Ethical Business

Stedin Group believes it is important that her suppliers conduct business ethically and avoid corruption, power misuse, fraud, and conflict of interest, have respect for (intellectual) property and are diligent with customer data. The suppliers apply ethical business rules to marketing, sales, transparency and fair competition.

# COMPLIANCE

Stedin Group has the right to verify compliance of this code of conduct at the supplier by periodic company visits and requesting business reports. The supplier declares to comply and fully cooperate in this research and the implementation of improvement plans. Suppliers are expected to notify Stedin Group's contract managers when informed the code of conduct has been breached and initiate corrective action. When it becomes apparent that a supplier has structurally deviated from the code of conduct, this has consequences for the continuation of the relationship between the supplier and Stedin Group.

## Signature

Stedin Group only works with suppliers that sign this code of conduct. Once signed, you commit to the contents of this code of conduct and are obligated to follow it.

### For approval:

Date: .....

Place: .....

Company name: .....

Name: .....

Job title: .....

Signature: .....