

Code of Conduct for our suppliers

Foreword

Open Grid Europe GmbH – hereinafter referred to as OGE – is committed to socially and ecologically responsible corporate governance. We therefore expect our employees to observe the principles of ecological, social and ethical conduct. In our relations with our customers, competitors and other stakeholders, too, we likewise strive for a relationship marked by integrity, responsibility and sustainability. We also expect the same from all those with whom we maintain business supplier relationships. We want to optimise our business activities in a sustainable manner and ask our suppliers to contribute to this for the purposes of a holistic approach. This way, they make an indispensable contribution to socially and ecologically sustainable business.

Violations of this Supplier Code of Conduct may result in significant consequences for OGE and our business relationship. In the event of a violation, we reserve the right to take appropriate action, which may ultimately result in the termination of the business relationship.

Please support us so that we can carve out a sustainable future together.

Yours,

Dr. Thomas Hüwener
Chairman of the Board
of Management

Detlef Brüggemeyer
Member of the Board
of Management

Nathalie Leroy
Member of the Board
of Management



As a supplier to OGE, you must comply with applicable laws and regulations in the way you conduct your business. Should legal provisions or other rules apply in individual countries in which you operate that deviate from the requirements of this Supplier Code of Conduct, the stricter requirements must be complied with in each case.

This Supplier Code of Conduct is based on the respective applicable national laws, in particular the provisions of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG¹) as well as international conventions such as the United Nations Universal Declaration of Human Rights, the International Labour Standards of the International Labour Organization, and the United Nations Global Compact (UNGC).

We support the Ten Principles of the UNGC in the areas of human rights, working conditions, environmental and climate protection, business ethics and anti-corruption. We contribute to achieving the 17 Sustainable Development Goals (SDGs) derived from the UNGC Principles and pursue this with appropriate measures. We also apply these standards to our suppliers: We expect them to take into consideration and comply with the UNGC Principles within their business and along their supply chains.



¹Legislation governing corporate due diligence in supply chains (Supply Chain Due Diligence Act, LkSG), dated 16 July 2021, Federal Gazette (BGBl.) I 2021, 2959. The terms and rules contained in this Supplier Code of Conduct are to be understood within the meaning of the LkSG, insofar as an equivalent exists in the LkSG.

Social responsibility

Prohibition of child labour

OGE rejects any form of child labour. We expect our suppliers to prohibit and prevent labour involving children and to comply with the respective applicable laws for the legal minimum age for employment. If children are found working, the supplier must document the measures taken to remedy the situation and to enable the children to attend school.

Exclusion of forced labour

OGE does not tolerate any form of forced or compulsory labour along the supply chain. Involuntary work forced by economic or physical pressure, regardless of the form it takes, must be prevented. All work must be voluntary and without threat of punishment.

Fair working hours and wages, other benefits

Our suppliers must comply with the respective applicable regulations on working hours. Workers shall be paid the appropriate wage as determined by the nationally applicable regulations. All other benefits to which workers are legally entitled shall likewise be granted. Withholdings or reductions of remuneration for work performed are only permitted in justified cases, as provided for by the respective national law.

Health and safety in the workplace

Suppliers are responsible for ensuring a safe and healthy working environment. They must ensure compliance with the relevant national occupational health and safety regulations governing work-related health and safety hazards, as well as OGE's contractually agreed occupational health and safety rules of conduct. Excessive physical or mental fatigue shall be prevented with appropriate measures. In addition, employees are regularly instructed and trained on applicable health and safety standards and measures, use up-to-date work equipment that has been tested in accordance with the risk assessment, and take occupational health precautions.

Respect for freedom of association

OGE expects suppliers to respect the right of workers to form, join, bargain collectively and strike in organisations of their choice. Forming, joining or being a member of such an organisation must not lead to discrimination against workers or retaliation. Trade unions shall be granted the right to strike and to bargain collectively.

Prohibition of discrimination, harassment and abuse

No one shall be discriminated against on the grounds of social, national or ethnic origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief. Suppliers of OGE commit to treating their employees fairly in all respects. Discrimination against any group of employees will not be tolerated.

Preservation of the natural foundations for life

Natural resources shall be preserved and protected. Suppliers shall work to avoid or minimise the negative impacts of their business activities on the environment, ecosystems and biodiversity. They shall refrain from causing unacceptable soil degradation, water and air pollution, unacceptable noise emissions and excessive water consumption where this damages the health of people, significantly impairs the natural basis for food production, or prevents people's access to safe drinking water or sanitary facilities. In order to safeguard the livelihood of persons, unlawful eviction and their deprivation of land, forests or waters are also prohibited.

Dealing with conflict minerals

We expect our suppliers to comply with the OECD's generally accepted due diligence requirements to promote responsible supply chains for minerals from conflict and high-risk areas. Smelters and refineries without adequate, audited due diligence processes are to be avoided.

Ecological responsibility

Treatment and discharge of industrial wastewater

Wastewater must be reduced. Accumulating wastewater must be classified and pre-treated according to type in line with existing laws and standards.

Dealing with waste and hazardous substances

Waste materials generated shall be identified and avoided where possible. If avoidance is not possible, the amount of waste generated shall be reduced and responsibly disposed of or recycled. The prohibitions on the export of hazardous waste in the Basel Convention of 22 March 1989, as amended from time to time, shall be observed. The production and use of mercury shall comply with the requirements of the Minamata Convention of 10 October 2013, and the production and use of persistent organic pollutants shall comply with the terms of the Stockholm Convention of 23 May 2001. In addition, all applicable regulations shall be complied with.

Dealing with air emissions

Harmful air emissions such as the release of CO₂ must be reduced as far as possible. To this end, measures must be taken to reduce the generation of harmful air emissions both in the company's own business operations and in the supply and transport chains. These measures can be of a technical or process-related nature. Suppliers should be conscious of the actual emissions they and their supply chain generate and demonstrate a roadmap for how and in what timeframes these can be reduced, ideally resulting in zero or negative emissions.

Consumption of raw materials and natural resources

Suppliers undertake to minimise the use and consumption of raw materials, including water and energy, and the generation of waste of any kind. In principle, the aim should be to use a high proportion of materials from recycling processes. In order to preserve biodiversity, the supplier shall opt for environmentally friendly raw materials wherever possible.

Energy consumption

The use and consumption of energy should be monitored. In addition, measures should be taken to improve energy efficiency and reduce energy consumption.

Ethical responsibility

Integrity (anti-corruption)

All business activities shall be conducted with the highest standards of integrity. Corruption, extortion, bribery, embezzlement, misappropriation and money laundering shall be avoided and will not be tolerated. Suppliers shall refrain from giving or offering gifts or other benefits to OGE employees. This applies to business partners as well as to public officials.

Conflicts of interest

Suppliers must inform OGE of contacts or situations that may lead to a conflict of interest. This arises, but is not limited to, when employees of the supplier or OGE have professional or private contacts or interests in the other party that may result in financial benefits for the respective employees.

Protection of company-relevant information; confidentiality and data protection

OGE requires suppliers to protect company-relevant information from misuse, loss, destruction and manipulation. Notwithstanding any other existing confidentiality obligations between the supplier and OGE, it is not permitted to use confidential data brought to the supplier's attention in the course of the business relationship for any purpose other than that of the respective order. Disclosure to third parties without the consent of OGE is prohibited. When collecting, storing, processing and transmitting personal data, the applicable data protection regulations and information security requirements must be observed.

National and international trade restrictions / embargoes

Our suppliers shall take into account applicable restrictions on trading, brokering or financing transactions, as well as on the provision of services and the transfer of goods. It must be ensured that business activities with third parties as well as with OGE do not violate export control and sanctions law. OGE must be informed if delivery or service components from existing contractual obligations are affected by such restrictions.

Fair competition

OGE expects its suppliers to behave fairly in competition and to comply with the applicable provisions of antitrust and competition law. Suppliers must neither participate in agreements with competitors that violate antitrust law nor abuse a possibly existing dominant position. Promotional activities must be compliant with the applicable laws.

Intellectual property / trade secrets

Suppliers shall ensure that intellectual property rights and trade secrets entrusted to them are respected. The transfer of information on technology and know-how shall be carried out with respect for and protection of intellectual property rights and customer information.

Implementation of the Supplier Code of Conduct

It is important to us that we uphold the principles of sustainable development in our supply chain. You may acknowledge the above principles or demonstrate your commitment to them through your own Code of Conduct or company policy that incorporates these standards. OGE reserves the right to conduct audits or assessments to ensure your compliance with the laws, rules and standards and will take appropriate action with respect to the business relationship if there is reason to be concerned about non-compliance. OGE further reserves the right to terminate any relationship if the international principles are violated, if no action is taken to remedy such violations, or if systematic violations are evident.

We expect our suppliers to identify risks related to the topics contained in this Supplier Code of Conduct in their own business area, but also along their supply chain, and to take appropriate remedial action. In the event of a suspected breach of the provisions of this Supplier Code of Conduct, suppliers shall promptly inform OGE of the identified breach and the actions taken.

Reports of violations of the above provisions of this Supplier Code of Conduct may be submitted to OGE, including anonymously, at:

Compliance Office OGE

Open Grid Europe GmbH
Kallenbergstr. 5
45141 Essen

compliance@oge.net
T +49 201-36 42-14555
Digital reporting channel oge.integrityline.com

The above information on reporting violations must also be passed on to the employees of our suppliers in an appropriate manner. Their employees must be able to make reports while maintaining confidentiality and being protected from discrimination.