



ADVEN GROUP CODE OF CONDUCT FOR SUPPLIERS AND CONTRACTORS

This Code of Conduct presents the standards of business behaviour and ethics that the entities within the Adven Group ("Adven") expect from its suppliers and contractors. The Code of Conduct is integrated into the delivery contract entered into between an Adven company and the supplier or contractor and it shall be regarded as a contract document.

When selecting suppliers and contractors Adven will consider compliance with this Code of Conduct. This document outlines a minimum standard of conduct, but we also expect that our suppliers and contractors always try to exercise good judgement, care and consideration in other respects as well.

If the requirements in this Code of Conduct are not met by a supplier or a contractor, the parties will first discuss corrective actions. The supplier or contractor shall do its utmost to implement corrective actions as soon as possible, and it shall inform Adven about any such actions. If it is established that (i) a supplier or a contractor does not carry out corrective actions, which Adven finds necessary for compliance with this Code of Conduct, or (ii) the supplier or contractor, or any of their sub-suppliers, has committed a material breach or repeated breaches of the Code of Conduct, Adven is entitled to terminate the business relationship and any contract(s) with the supplier or contractor. Such termination shall be effective from the time stated in Adven's written termination notice.

Relationship with various stakeholders in society

Adven expects its suppliers and contractors to strictly follow all applicable legislation and regulations in their business. Every supplier and contractor shall comply with generally acknowledged good ethical practices and internationally proclaimed human rights.

NO to corruption and bribery

Adven does not tolerate any corruption or bribery in its business relationships. No one shall pay or offer to pay bribes or illegal payments. All suppliers and contractors must strictly avoid activity, which could influence their ability to make objective and honest decisions.

Adven employees do not accept personal gifts or benefits, if these exceed the limits of customary and moderate hospitality. A conflict of interest is assumed to arise if an Adven employee or his or her family member receives improper personal benefit from a supplier or contractor of Adven. All items or services having a higher value than EUR 100 are assumed to be improper.

Fair competition, trust and protection of company secrets

Adven supports open and fair competition. We expect our suppliers and contractors to compete in a respectable and ethically responsible manner within the competition regulations that apply in the respective markets.

Adven acknowledges the value of trust in business. Our target is to obtain and maintain long-term relationships with customers and suppliers. No disclosure of confidential information to any outside party, or the use of information in conflict with what has been agreed between the parties, is accepted.

Adven respects its suppliers and contractors and strives to build mutually profitable partnerships with its various partners in sourcing. High quality and trust are some of the key qualities of our partnerships. Adven requires its suppliers and contractors to respect the same standards of sustainable business operations it requires from itself.



Health and safety, employees and sustainability

Adven requires its suppliers and contractors to be responsible in terms of their employees and the communities in which they operate. Safety of the environment, employees and customers shall never be compromised and applicable requirements and instructions relating to health and safety shall be complied with. Suppliers and contractors are requested to continuously work for reducing risks relating to their business.

Internationally acknowledged human rights, such as the UN Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, shall be the foundation of the supplier's or contractor's relationship with its employees. Applicable employment laws shall always be adhered to and the right of association of all employees shall be respected. We do not accept forced labour or child labour in Adven's supply chain. Each individual employee shall be respected and treated fairly and equally, regardless of gender, belief, age or other similar factors. We do not accept any kind of harassment at work.

In accordance with our business strategy, Adven uses technologies and fuels with low environmental impacts. Sustainable solutions and avoiding unnecessary use of resources are of key importance in supplies to Adven.

Complying with the code and reporting misconduct

In addition to this Code of Conduct, Adven has separate policies on above topics including anti-bribery, competition behavior, international sanctions, privacy, HR.

Suppliers and contractors to Adven are obliged to comply with this Code of Conduct and other policies of Adven.

A supplier or contractor is obliged to report to Adven General Counsel if they suspect a breach of this Code of Conduct or other policies. Any misconduct or suspicion of misconduct can also be reported anonymously to misconduct@adven.com or in a letter addressed to the Adven General Counsel. The person receiving the report of suspected breach is obligated to take immediate action to examine whether a breach of the code has occurred.