

Supplier Code of Conduct

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PURPOSE

GreenVolt - Energias Renováveis, S.A. ("GreenVolt") is committed to managing and developing its business in a responsible and sustainable manner throughout its value chain. The Supplier Code of Conduct ("Code") aims to convey to all its suppliers a set of principles and values considered essential for a partnership relationship.

GreenVolt is committed to promoting an open dialogue with all its suppliers to work together and support them in meeting all these requirements.

The Code defines the requirements and minimum standards of supplier performance, in addition to applicable laws and regulations, and forms an integral part of all contracts entered into between the supplier and GreenVolt.

This Code complements the "GreenVolt Code of Ethics and Conduct", available at www.GreenVolt.pt

DEFINITIONS

"Supplier" means all natural or legal persons who supply or intend to supply goods or provide services to GreenVolt and/or any company in the GreenVolt Group, whether on a permanent or occasional basis.

GENERAL SUPPLIER RESPONSIBILITIES

To comply with this Code (the GreenVolt Code of Ethics and Conduct), as well as with the legislation and regulations applicable within the scope of their business activity.

To demonstrate their commitment to all the requirements of this Code through the implementation of appropriate management systems, policies and guides to good practice.

Suppliers shall undertake and devote their best efforts to ensuring that equivalent levels of requirements to those set out in this Code are also respected in their own supply chains.

To respect principles and commitments with all stakeholders, including communities.

To ensure that all employees, partners and subcontractors, regardless of the contractual relationship, know and comply with the provisions of this Code, and are qualified and competent for the purpose, properly observing the standards in force for the exercise of the supplier's activities at GreenVolt premises.

To keep adequate records to demonstrate compliance with this Code, and with legal and regulatory standards, as well as ensuring the reporting of serious non-compliance.

Suppliers should adopt sustainability policies and devote their best efforts to ensuring that levels of requirements equivalent to those set out in this Code are also respected in their own supply chains.

PRINCIPLES

HEALTH & SAFETY AT WORK

To comply with all GreenVolt requirements for Health and Safety at Work and ensure a safe and healthy work environment for all its employees and all its subcontractors.

To ensure that all employees have the necessary and compulsory training, whenever necessary or legally required, for the correct execution of their functions, including occupational health and safety, keeping records of such training, and making available the means and equipment for their individual protection, guaranteeing suitable working conditions and defining adequate measures for accident management and emergency preparedness.

ENVIRONMENTAL PROTECTION

To use resources efficiently and ensure adequate operational control to minimise environmental impacts.

To adopt practices that contribute to the reduction of greenhouse gas emissions and the principles of the circular economy in all its operations.

To identify, monitor and mitigate the risks and environmental impacts of the activities undertaken, services provided and/or goods supplied, to encourage the continuous improvement of the activities undertaken, services provided and/or goods supplied, in accordance with sustainability criteria.

To ensure that its employees have adequate training and are aware of the environmental risks associated with the work they are going to carry out, so that they can implement prevention and control measures to avoid environmental impacts.

To comply with national legislation, international standards of environmental protection, and environmental certifications appropriate to the activities undertaken, as well as the environmental requirements of the GreenVolt Group.

HUMAN RIGHTS AND LABOUR RELATIONS

As a signatory to the United Nations Global Compact, GreenVolt incorporates its principles into this Code, which must be fully respected by Suppliers, as follows:

Support and respect for the protection of internationally proclaimed human rights, rejecting and refusing any complicity with human rights violations.

Adoption of policies and implementation of mechanisms aimed at identifying, managing and preventing adverse impacts on human rights resulting from its business activity.

Support for freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

Commitment and assurance that employees fully enjoy all rights and duties established in national legislation, international conventions, and collective bargaining agreements, where applicable, without any restriction, including without limitation as regards remuneration, working hours, disciplinary measures and procedures, and in matters of health and safety at work in accordance with all requirements set by GreenVolt, observing the precautionary principle in activities, and promoting responsibility and awareness of all involved.

Respect for diversity and inclusion, promoting equality and non-discrimination, condemning all and any practice of harassment and implementing measures to combat it, and making every effort to provide its employees with good physical and moral working conditions at all times.

ETHICS AND COMPLIANCE

Promotion and respect for the highest standards of ethics and integrity, namely the principles and values that govern and guide the GreenVolt Group enshrined in the GreenVolt Code of Ethics and Conduct.

Respect for internationally accepted best business practices in the field of sustainability, particularly with regard to human rights, labour rights and health and safety at work, and refraining from engaging in acts of unfair competition or acts that may restrict competition in the market.

Preventing and combating corruption in all its forms, including extortion and bribery, and refraining from any offer and/or practice of acts that may constitute any form of corruption.

Full compliance with national and international legislation in force that is applicable within the scope of the existing contractual relationship with the GreenVolt Group, including operational, technical and sectoral procedures, as well as the contractual provisions established with GreenVolt Group companies.

Reporting and communication of possible conflicts of interest, whether of a business or personal nature, in the relationship with the GreenVolt Group.

CONFIDENTIALITY AND PRIVACY

Ensuring the confidentiality of all information to which they may have access as part of the contractual relationship, guaranteeing that their employees undertake to treat such information as confidential and to keep it secret.

FINAL PROVISIONS

This document may be subject to periodic review by GreenVolt, and its most updated version is always applicable in relations with suppliers.

This Code does not replace or take precedence over any applicable legal, regulatory or contractual provisions, and is complementary to all such provisions.

Any non-compliance or irregularity with the rules and principles contained in this Code should always be communicated as soon as possible, in writing and attaching as much evidence as possible, through the website www.GreenVolt.pt