



Powernet Supplier Code of Conduct

We strongly believe that it is essential for us to be a good business partner for our customers and suppliers. We recognise that our business activities have direct and indirect impacts on the societies in which we operate, and believe that corporate social responsibility policies and practices is a fundamental part of business success.

We are committed to continuous improvement and it is therefore essential for us that our employees and our business partners join and support our efforts to conduct our business in a responsible and sustainable manner.

Guiding Principles

Powernet wishes to actively engage its supply chain in this work by the adherence to this Supplier Code of Conduct that has been developed based on the ten principles outlined in the United Nations Global Compact Initiative.

The Supplier Code of Conduct is an integral part of the Corporate Social Responsibility policy of Powernet; it commits both Powernet and its suppliers to observing and complying with the principles.

The provisions in this Supplier Code set forth Powernet's expectations from all suppliers with whom it does business. Although the Supplier Code only applies to Powernets's direct suppliers, we encourage the supplier to invite its own suppliers to comply with its terms.

Compliance with the principles contained in this Supplier Code of Conduct are part of the Powernet supplier selection and auditing processes.

Whenever a situation of non-compliance is identified, Powernet may work with the supplier to develop and implement a corrective plan to improve the situation.

Legal Compliance

All Powernet Suppliers are expected to comply with local and international laws and regulations in all locations where he conducts his business and with this Supplier Code of Conduct, as amended from time to time, even though it may set a higher standard than national or international law.

Human Rights

Powernet supports and respects the protection of human rights and freedoms, as being proclaimed in the Universal Declaration of Human Rights, and expects the same from the supplier. The Supplier is expected to make sure that he is not complicit in any human rights abuses directly or indirectly.

The Supplier is expected to treat all employees and other individuals inside or outside our business framework fairly, ethically, respectfully and with dignity. The Supplier must protect its employees from harassment, bullying and victimization in the workplace, including all forms of sexual, physical and psychological abuse, or threat of any such treatment.

We reject all discriminations, based on reasons such as race, colour, sex, religion, political opinion, national or social origin, as well as other discriminations based on prejudice and partiality. The Supplier is expected to comply with applicable laws and regulations as well as international conventions and declarations concerning discrimination in hiring and employment practices.



Labour

The supplier is expected to comply with the principles of the ILO Declaration on Fundamental Principles and Rights at Work and all applicable local laws and regulations related to labour and employment, including, but not limited to, minimum wage, maximum hours of work, days of rest, compensation, freedom of association, right to organize and collective bargaining.

Powernet will not engage in nor support the use of child labour, and expects the same from the supplier. In addition, the supplier is expected to have adequate and verifiable mechanisms for age verification in use in the recruitment procedures.

The Supplier is expected not to engage in nor support the use of any kind of forced or compulsory labour, nor exact any work or service from any person under the menace of any penalty.

Health & Safety

The Supplier is expected to provide a safe working environment that supports accident prevention and minimizes exposures to health risks. The Supplier is expected to comply with all applicable local health and safety laws and regulations in the countries in which they operate as well as the applicable international conventions and declarations such as the ILO Declaration on Fundamental Principles and Rights at Work.

Environment

Powernet respects the environment and is committed to operate in compliance with applicable laws and regulations. Our Suppliers are also expected to conduct their operation in a way that protects the environment and comply with all applicable environmental laws and regulations in the country in which they operate. The supplier shall strive to reduce the impacts of its activities and products on the environment and work towards and take necessary measures in order to prevent pollution, to conserve and use rationally the natural resources required for its operations and implement relevant emergency response plans and procedures.

Powernet encourages the supplier to apply for and maintain ISO 14001 or equivalent certification

Ethics and Anti-Corruption

Powernet promotes fairness, integrity and ethics in all aspects of its activities and is committed to maintaining the trust and respect of its business partners, and expect the same from the Supplier. Especially we expect the Supplier to comply with all applicable laws and regulations on corruption, bribery, prohibited business practices and extortion. No employee of the Supplier shall directly or indirectly accept, solicit, or offer to pay bribes, kick-backs, or other prerequisites even under unlawful pressure.

References:

www.unglobalcompact.org

[Universal Declaration of Human Rights,](#)

[International Labour Organization's Declaration on Fundamental Principles and Rights at Work,](#)

[Rio Declaration on Environment and Development,](#)

[United Nations Convention Against Corruption](#)