

Eneco Group

Code of Conduct

Sustainable energy for everyone

Since 2007, Eneco's strategy is aimed at increasing sustainability. This is embedded in our mission, 'sustainable energy for everyone'. Our ambition is to bring our own and our customers' energy consumption to within the limits of a habitable planet for the sake of our own generation and generations to come. To this end, we seek to collaborate with our customers, government bodies, suppliers and other partners that share this ambition.

Supplier Code of Conduct

The Supplier Code of Conduct is based on the ISO 26000 guideline for corporate social responsibility. Social responsibility and responsibility with respect to sustainability within the supply chain is something we also expect from our suppliers. Furthermore, we expect our suppliers to select their own suppliers in accordance with the guidelines of our Supplier Code of Conduct.

Corporate governance

Our suppliers adhere to national and international legislation and regulations, ensure that they have all the necessary permits and observe the principles of good corporate governance with a focus on continuity and integrity. Suppliers are expected to implement our Supplier Code of Conduct in their organisation and to monitor employee and supplier compliance.

Human rights and working conditions

Our suppliers:

- recognise the Universal Declaration of Human Rights and act accordingly;
- ensure that there is no child labour, forced labour or discrimination and that no conflict resources are being used in their supply chains;
- recognise and respect the right of employees to organise and to join a trade union;
- do not pay their employees less than the statutory minimum wage;
- adhere to acceptable working hours and other adequate working conditions (in areas such as safety, health and social security) in accordance with local standards and national and international legislation and regulations;
- ensure that regular assessment interviews are conducted with their employees and offer training opportunities for employees;

Fair trading

Our suppliers:

- engage in fair trade practices and make just decisions to avoid corruption, abuse of power and conflicts of interest;
- respect intellectual and other property rights and take appropriate measures to protect the personal details of customers, employees and other business contacts;
- apply fair business standards with respect to marketing, sales and transparent and fair competition;

Consumers

Our suppliers:

- take measures to protect the health and safety of consumers that include providing reliable, environment-friendly and safe products that enable sustainable consumption;

Environment

Manners in which suppliers of Eneco Group demonstrate commitment, a proactive approach and continuous improvement with respect to protection of the environment include:

- energy saving and reduction of emissions of carbon dioxide and other harmful greenhouse gases;
- promoting waste sorting, processing and recycling;
- limiting water consumption and improving water quality;
- preventing local pollution in the form of airborne particles, noise and light;
- stimulating biodiversity;
- preventing the use of resources the extraction of which harms the environment;
- limiting the harmful impact of a product on the environment during the product's useful life;
- having an environmental management system in place that is in accordance with or similar to ISO14001 or being committed to having such a system in place within an agreed period of time.

Involvement with and development of the community

Our suppliers are involved with the community in which they operate, create local jobs and develop the skills of their (local) employees. They also take into account and take responsibility for the effects of their activities on the community as a whole and on the health of the people and animals in that community.

Audit

Eneco Group has the right to ensure, by means of an audit, that suppliers comply with this Code of Conduct. Evidence of not consistently operating in accordance with this Supplier Code of Conduct may have consequences for the continuation of the relationship between the supplier and Eneco Group.

Signing

All suppliers of Eneco Group are required to sign the Eneco Group Supplier Code of Conduct. By signing, suppliers commit to comply with the Eneco Group Suppliers Code of Conduct.

Company _____

Authorised representative _____

Position _____

Date _____

Signature _____