

Stockholm Exergi's Code of Conduct for suppliers

Stockholm Exergi is the Stockholmers' energy company, owned by the city of Stockholm and Fortum. We heat over 800,000 Stockholm homes and cool over 400 hospitals, data centres and other important businesses. 700 employees, from the Högdalen plant in the south to the Brista plant in the north, work with customers and Stockholmers to provide the city with simple, safe and sustainable energy, all day long and all year round.

As a supplier of goods or services to us, or as a contractor in our business, you are an important partner in our production and

distribution of electricity, cooling, heating and expert services to the entire Stockholm region. Along with you, we want to live up to our responsibility as citizens and pass on a Stockholm and a planet that will be a home for our children and grandchildren.

Stockholm Exergi has, since 2016, supported the ten Principles of the United Nations (UN) Global Compact regarding corporate sustainability. We also actively work for the UN's sustainability goals.



The purpose of our Supplier Code of Conduct is to define the basic sustainability requirements placed on you as a Stockholm Exergi supplier. The code is based on the ten Principles of the UN Global Compact and consists of four sections: business principles, human rights, working conditions and the environment.

Stockholm Exergi's Supplier Code of Conduct applies to all the company's suppliers of fuels, goods and services. The principles of the code must be respected and complied with throughout our suppliers' operations. Our suppliers are also responsible for making sure that their sub-suppliers and sub-contractors comply with the code. Stockholm Exergi suppliers confirm compliance with this Code of Conduct by continuously documenting compliance with its requirements and providing Stockholm Exergi with information upon request. Further, by allowing audits on site by Stockholm Exergi, or by an accredited auditor company representing Stockholm Exergi.

If you have any questions, please do not hesitate to get in touch with your contact at the Stockholm Exergi Procurement Department. Any person who is aware of a breach of the Code of Conduct is welcome to report it via the Stockholm Exergi whistleblower function which is available on our website: www.stockholmexergi.se/whistleblower. All such reports are handled confidentially and are carefully reviewed.

Business principles

Legal compliance

Stockholm Exergi's suppliers shall comply with all the applicable laws and regulations in all locations where they conduct business. In addition to complying with all applicable legal and regulatory requirements, Stockholm

Exergi's suppliers are expected to act in accordance with high standards of business ethics. Suppliers agree to safeguard the confidentiality of confidential information concerning business partners and customers, issue accurate and relevant financial and other information on their business operations and compete fairly and ethically in all other respects as well.

Anti-corruption and anti-bribery

The highest standards of integrity are to be expected from Stockholm Exergi's suppliers, including its sub-contractors, and other entities acting on behalf of the supplier, in all business interactions. Any form of extortion, bribery and corruption, including improper offers for payments to or from employees or organisations, is prohibited. The supplier shall establish and maintain policies and procedures designed to prevent bribery and corruption, applicable to the supplier and its group companies as well as its suppliers and contractors (if any).

Human rights

Stockholm Exergi's suppliers shall support and respect internationally proclaimed human rights. Stockholm Exergi's suppliers shall identify and mitigate their human rights impacts whenever it is needed and provide remedial actions in case of human rights violations.

Labour standards

Freedom of association

Stockholm Exergi's suppliers shall recognize and respect employees' freedom of association and their right to freely choose their representatives. The suppliers shall also recognize employees' right to collective bargaining.

Forced labour

Stockholm Exergi's suppliers shall not use forced labour and employees shall be free to leave their employment after reasonable

notice as required by national law or contract. Employees shall not be required to lodge deposits of money or identity papers with their employer.

Wages and working hours

The employees of Stockholm Exergi's suppliers understand their employment conditions. Salary and terms shall be fair and reasonable and comply at a minimum with national laws or industry standards, whichever are higher. Working hours shall comply with national laws. Employees should have at least one day off per seven-day week.

Child labour and young workers

Stockholm Exergi's suppliers shall not, under any condition, employ children who are below the minimum legal age for employment. Minimum age is the age of completion of compulsory schooling, or not less than 15 years (or 14 years where the law of the country permits). Children over minimum age shall not be employed for any hazardous work or work that is inconsistent with the child's personal development. If suppliers are employing young people, above the minimum age but under 18 years, suppliers shall not jeopardise their health, safety or moral.

Non-discrimination

Stockholm Exergi's suppliers shall treat their employees with respect and dignity. All kinds of discrimination based on partiality or prejudice is prohibited such as discrimination based on race, colour, gender, sexual orientation, marital status, pregnancy, parental status, religion, etc. Threats of violence, corporal punishment, physical or verbal abuse or other unlawful harassment are strictly prohibited.

Health and safety

Stockholm Exergi's suppliers shall provide their employees with a safe and healthy

workplace in compliance with all applicable laws and regulations. Suppliers shall ensure that appropriate health and safety information is provided to its employees, sub-suppliers and contractors and that relevant training and equipment is provided. Suppliers shall also comply with any additional safety requirements agreed in the contract documents. At a minimum, suppliers shall provide employees and sub-suppliers with drinking water, clean toilets, adequate ventilation, emergency exits, proper lighting and access to first aid supplies or other provisions for emergency care.

Prevention of alcohol and drug use at work

Stockholm Exergi is an alcohol- and drug-free workplace. Suppliers' employees and their sub-suppliers are permitted to work at Stockholm Exergi's sites only if they are sober and drug-free. Suppliers shall have a policy or guideline in order to take precautionary action of alcohol and drug abuse. Occasional drug tests can be performed on suppliers' employees when they are working at Stockholm Exergi's sites if it is allowed in national (or local) legislation.

Environment

Stockholm Exergi's suppliers shall support a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility. At a minimum, suppliers shall comply with all applicable environmental laws and regulations. Suppliers are encouraged to implement their own management systems to meet these requirements. Stockholm Exergi also encourages its suppliers to the development and diffusion of technologies that promote the environment.

Stockholm 2018