



Code of Conduct for suppliers

Stockholm Exergi

Code of Conduct for suppliers:

We take our responsibility together with our suppliers

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

As a supplier of goods or services to us, or as a supplier to our business, you are an important partner in the production and distribution of electricity, cooling, heating, and expert services to the entire Stockholm region. Along with you, we want to take responsibility as citizens, and pass on a Stockholm and a planet with enough resources for our children and grandchildren.

Since 2016, Stockholm Exergi has been supporting the UN Global Compact ten principles for responsible enterprise. We are also actively working towards the UN sustainable development goals.

Code of Conduct for suppliers

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

The Stockholm Exergi Code of Conduct for suppliers applies to all the company's fuel, goods,

and services suppliers. The principles of the code must be respected and observed in all our suppliers' operations. It is also the responsibility of the suppliers to ensure that their contractors and subcontractors comply with the principles of code. Stockholm Exergi's suppliers confirm their consent to comply with the Code of Conduct by continuously by documenting compliance with its requirements and providing Stockholm Exergi with information. Further, by allowing on-site audits by Stockholm Exergi, or by an accredited auditing firm representing Stockholm Exergi. Material breach of the code or repeated refusal to provide the required information entitles Stockholm Exergi to terminate the contract with the supplier.

Stockholm Exergi's suppliers are encouraged to report any suspected violation of the code via the Stockholm Exergi's whistle-blower function which is available on our website. All such reports are reviewed and handled confidentially. If you have any questions, please do not hesitate to get in touch with your contact at the Stockholm Exergi Procurement Department.



1. Business principles

Legal compliance

Stockholm Exergi 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 suppliers are expected to act in accordance with the high standards of business ethics. Suppliers shall avoid situations where a conflict of interest between the supplier and Stockholm Exergi exists and shall disclose any potential or existing conflict of interest to Stockholm Exergi. Suppliers agree to safeguard the confidentiality of confidential information and concerning business partners and customers, and to handle personal and other data properly in accordance with applicable laws and regulations and Stockholm Exergi's guidelines, issues accurate and relevant financial and other information on their business operations and compete fairly and ethically in all other respects as well. Suppliers shall comply with all applicable laws and regulations regarding export control and export restrictions, as well as economic sanctions imposed by EU, US, UK, and UN.

Anti-corruption and anti-bribery

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

Suppliers shall not provide Stockholm Exergi representatives with any gifts or hospitality in any situation in which it might influence a representative decision in relation to the supplier. Suppliers shall implement protective measures and refrain from any activities which may be considered as money laundering process.

2. 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 impact whenever it is needed to provide remedial actions in case of human rights violations.

3. Labour standards

Freedom of association

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

Forced labour

Stockholm Exergi's suppliers shall not use forced labour and their employees shall be free to leave their employment after reasonable notice as required by national law or contract. Employees shall not lodge deposits of money or identity papers with their employer.

Wages and working hours

Employees of Stockholm Exergi's suppliers shall ensure that all employees are provided with understandable, written employment contracts setting out their employment conditions. Salary and terms shall be fair and reasonable and comply with at a minimum with national laws or industry standards, whichever is 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 circumstances, employ children who have not reached the legal age for employment. The minimum age is that year compulsory schooling is completed, but never lower than 15 years (or 14 years in the case of national legislation allows this). Children

under 18 years of age shall not be employed for hazardous work or jobs that are not compatible with the child's personal development. Due to the nature of the business, Stockholm Exergi has an 18-year-old limit for work within all its businesses. This includes internship and master thesis writing.

Non-discrimination

Stockholm Exergi's suppliers shall treat their employees with respect and dignity. All kinds of discrimination based on partiality or prejudices 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 prohibited.

Health and safety

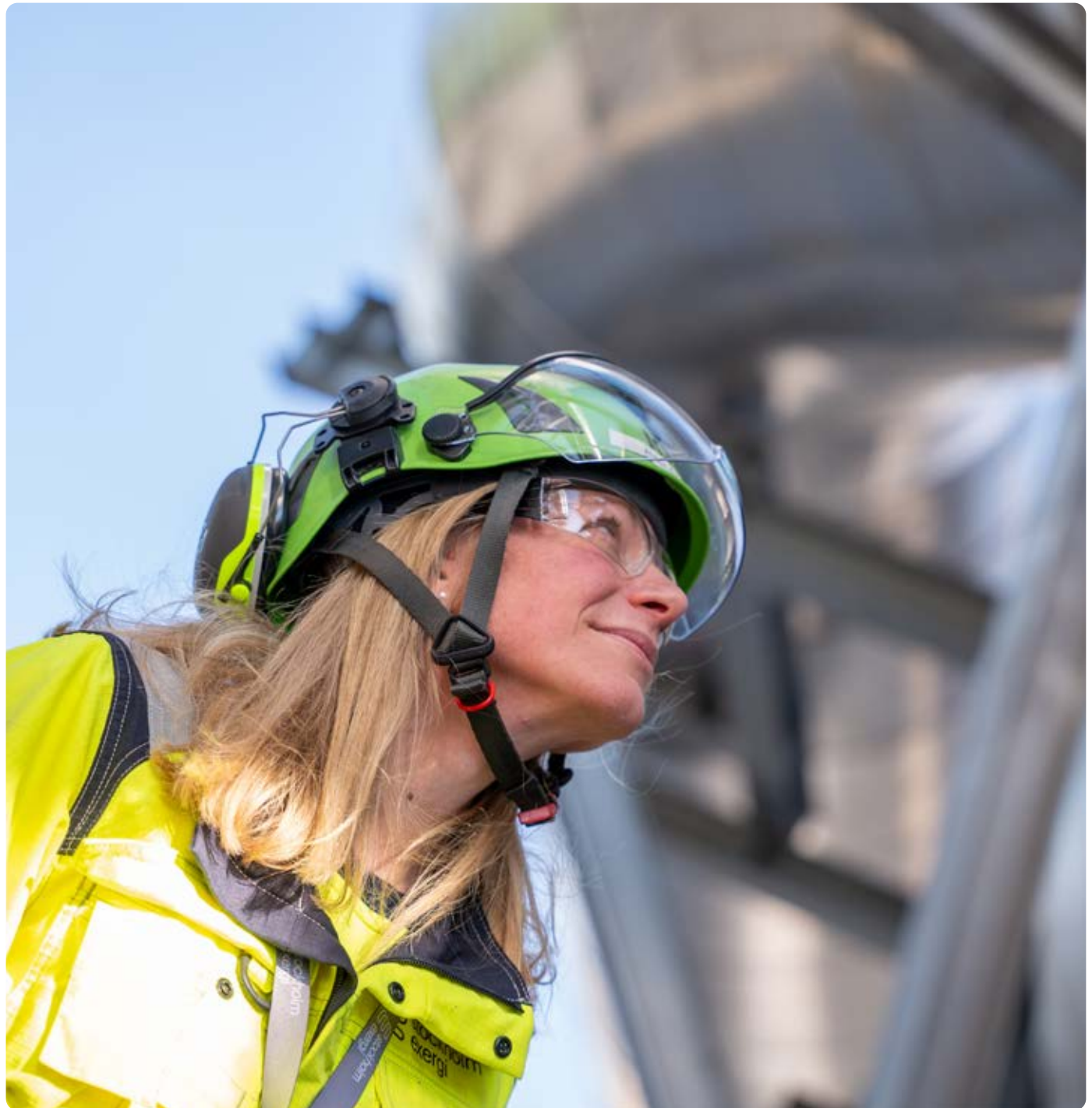
Stockholm Exergi's suppliers shall provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Suppliers shall ensure that appropriate health and safety information is provided to its employees, sub-suppliers and contractors and that relevant training and equipment is provided. Suppliers shall also comply with the additional safety requirements agreed in the contract documents. At a minimum, suppliers shall provide employees and subcontractors 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 abuse in the workplace

Stockholm Exergi is an alcohol- and drug-free workplace. Supplier's 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.

4. 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 system to meet these requirements. Stockholm Exergi also encourages its suppliers to the development and diffusion of technologies that promote the environment.



Stockholm Exergi in brief

Stockholm Exergi is Stockholm's energy provider. Using resource-efficient solutions, we ensure that the growing Stockholm region has access to heating, electricity, cooling and waste services. We provide heat to more than 800,000 Stockholmers and our 3,000-kilometre-long district heating network forms the basis for the societal benefits that we create together with our customers and partners. We are owned by the City of Stockholm and Ankhiale, and have more than 930 employees who work every day to reduce Stockholmers' climate impact. By developing carbon dioxide capture technologies, we are committed to making negative emissions a reality.

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