

## CODE OF CONDUCT FOR SUPPLIERS

Calon Energy and its subsidiaries (Calon Energy) is a leading energy company, capable of providing 6 per cent of the UK's average energy demand through the following three operational sites:

- ❖ Baglan Bay Power station, Port Talbot
- ❖ Sutton Bridge Power Station, Lincolnshire
- ❖ Severn Power Station, Newport

The Head Office is at Severn Power Station, where most employees are based.

Calon Energy expects Suppliers to always show consideration for people and the environment and to demonstrate business values based on being results-oriented, responsible and responsive.

Calon Energy expects that our suppliers - whether signatories or not - share the fundamental principles expressed in the United Nations' Global Compact

The purpose of this code of conduct is to outline in greater detail the standards we expect our suppliers to adhere to. These requirements are an integral part of our business relationship with individual suppliers.

We will promote these standards through continuous engagement and dialogue.

### General requirements

We expect our suppliers to comply with national laws and regulations as well as the principles expressed in this code of conduct. We require all suppliers to be able to demonstrate an awareness and compliance with the Modern Slavery Act (2015)

Suppliers working at Calon Energy must additionally meet specific requirements in relation to quality, health & safety and environment (QHSE). These will be communicated separately to all suppliers.

We expect the supplier to ensure that its sub-suppliers are aware of and complying with the principles expressed in this code of conduct.

### Specific Requirements

#### *Remuneration and employment conditions*

We expect the supplier to comply with all wage and hour laws and regulations, including those pertaining to minimum wages, overtime wages, sick leave, piece rates and other elements of compensation.

#### *Freedom of association and the right to collective bargaining*

We expect that the supplier does not prevent employees and other workers from associating freely with any lawful workers' association or collective bargaining association of their choice.

#### *Discrimination*

We expect that the supplier does not discriminate in hiring, compensation, access to training,



promotion, termination or retirement based on personal characteristics.

*Harassment and disciplinary measures*

We expect that the supplier does not use or permit the use of corporal punishment or other forms of mental or physical coercion or engage in sexual harassment.

*Corruption and bribery*

We expect the highest standards of integrity in all business interactions. The supplier shall not engage in any form of corrupt practices, including extortion, fraud, or bribery whether direct or indirect.

*Environment*

We expect that the supplier meets all relevant local and national environmental regulations and strives to minimise damaging effects to the environment.

*Health and safety*

We expect the supplier to provide safe and healthy working conditions and take appropriate precautionary measures to protect employees from work related hazards and anticipated dangers in the workplace.

The supplier shall comply with all applicable local laws and regulations to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities.

We expect the supplier to continuously improve working conditions and reduce workplace related risks and hazards.