



# Supplier Code of Conduct

Our guideline for  
value-orientated action.



## Dear business partners and suppliers,

The foundation of Alterric in 2021 went hand in hand with a mission to consistently grow the share of renewable energy in Germany and Europe and provide robust support in achieving domestic and international climate goals. The company and its workforce are fully committed in this respect. Today, we're a company that's growing dynamically and driving the energy transition forward ambitiously.

Alterric is one of Germany's biggest producers of green electricity. It focuses on the development, project planning, construction, and operation of wind farms and biogas plants. We foster the switch to renewables in municipalities, create green electricity offerings for energy providers, or industry, and support partners in this complex market environment. In line with our strategic objectives, this Code of Conduct stipulates the basis on which our suppliers and Alterric will collaborate in future. As a company very much in the public eye,



we and our suppliers are committed to integrity, which is essential for all players to flourish.

Alterric and you, our suppliers, can only avoid substantial legal and commercial risks by scrupulously complying with laws and regulations.

**Our suppliers and Alterric are committed to and recognise the principles outlined. Alterric aims to collaborate as a partner with our suppliers as equals. In this Code of Conduct, "we" means our suppliers and Alterric.**

# Table of contents

## 01

### Human rights and working conditions

- 01.1 Freedom of association and collective bargaining — 8
- 01.2 Forced labour — 8
- 01.3 Child labour and protection of young people in the workplace — 8
- 01.4 Pay and benefits — 9
- 01.5 Fair treatment — 9
- 01.6 Discrimination — 9

## 02

### Health, Safety and Environment

- 02.1 Health and safety — 12
- 02.2 Environmental protection — 12

## 03

### Business integrity

- 03.1 Compliance with legal regulations — 16
- 03.2 Combating corruption — 16
- 03.3 Conflicts of interest — 16
- 03.4 Money laundering — 17
- 03.5 Protection of third-party rights and information — 17

## 04

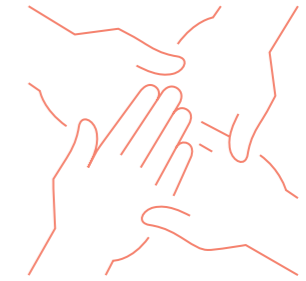
### Responsibilities

- 04.1 Monitoring system — 20
- 04.2 Action in the event of violations — 20



01

**Human rights and  
working conditions**



## 01.1 Freedom of association and collective bargaining

Alterric accepts and respects the right of employees to freedom of association and collective bargaining, as do our suppliers. Employees are also given the opportunity to approach company management openly without fearing reprisals.

## 01.2 Forced labour

Prison labour and forced labour of any kind, for example due to debt bondage or human trafficking, must be prevented and our suppliers will not engage in it. Work of any kind must be voluntary.

## 01.3 Child labour and protection of young people in the workplace

We protect children and young people from child labour, especially in its worst forms. This includes all work that might impair the education and endanger the health and physical, mental, spiritual, moral, or social development of children and young people. To help combat the abusive exploitation of children and young people, we only employ them after they have reached the minimum age or the applicable age limit stipulated by law. This is usually governed by the end of the period during which school attendance is mandatory. However, nobody under the age of 15 may be employed. This does not apply if the law that governs the place of employment stipulates otherwise.

## 01.4 Pay and benefits

All employees are paid fairly in accordance with the relevant laws and regulations, and receive all statutory benefits.

Employment conditions, including pay, working hours, holiday, special leave, and public holidays are subject to the applicable laws, regulations, and mandatory industry standards of the country in which the business is conducted. Our suppliers and Alterric undertake to pay their employees the minimum wage in their country; if higher wages and collectively agreed rates already apply, these must be paid. We pay our employees as agreed and explain the basis on which they are paid clearly. Furthermore, employees receive a pay slip on an ongoing basis. Deductions from or withholding wages as disciplinary measures are prohibited, if not permitted by law.

## 01.5 Fair treatment

Employees must be protected from harsh and inhumane treatment and the threat of such treatment in the workplace. This includes, for example, sexual harassment, sexual abuse, physical punishment, mental or physical coercion and verbal abuse of employees.

## 01.6 Discrimination

We are committed to the freedom and equality of all people regardless of their skin colour, gender, language they speak, religion, sexual identity, political or other convictions, national or social origin, birth or other status. Discrimination is prohibited in terms of recruitment, pay, promotion, or dismissal of employees.





02

**Health, Safety  
and Environment**

## 02.1 Health and safety

A company's success and performance are based on its employees' health and wellbeing.

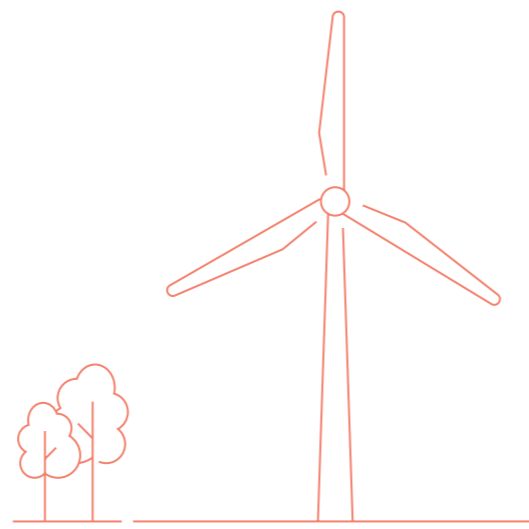
Which is why it's our top priority to improve company health and safety measures on an ongoing basis and to increase the rate of healthy employees.

Job satisfaction and motivation are high when everyone can handle the demands of their jobs and when disruptions caused by absent employees and the resulting uptick in workloads are minimised.

Work-related illnesses, personal injury and accidents must be prevented wherever possible. To ensure the workplace is healthy and safe, all equipment must be in perfect order and managers and employees must set a good example in terms of safety. Our suppliers and Alterric must work in compliance with safety regulations. The priority is to prevent serious or even fatal accidents. Any incidents and situations that jeopardise safety must be brought to a halt immediately. Employees are to use the equipment and personal protective equipment provided as intended and in accordance with instructions. Hazardous work and tasks involving hazardous substances may only be carried out in accordance with the inspection measures, risk assessments and instructions stipulated by statute.

## 02.2 Environmental protection

We're committed to protecting the environment and conduct our business on this basis. Environmental protection includes, in particular, compliance with all relevant environmental regulations, the environmentally friendly development and manufacture of products as well as their shipping, use and disposal, the conservation of resources through the use of energy-efficient and environmentally friendly technologies, the reduction of waste and emissions to air, soil and water, and the minimisation of environmental risks.



Respect for a worthy  
of preservation and  
worthy of protection  
nature.



03

**Business integrity**



### 03.1

## Compliance with legal regulations

The laws, rules and regulations of the countries in which business is conducted are complied with. If these depart from the requirements of this Code of Conduct for suppliers, whichever regulations are more stringent are to be complied with.

### 03.2

## Combating corruption

Corruption, bribery, extortion, or embezzlement in any form are unacceptable and neither practised nor tolerated by our suppliers.

Bribes or other means of obtaining undue or improper advantage may not be offered or accepted in an unfair or unauthorised manner or to influence a business decision or even to create the appearance of doing so. Improper advantages could be in the form of cash payments, gifts in kind, pleasure trips, or other services. Gifts/Incentives may only be provided within a customary and appropriate framework. This is the case if these benefits are in line with socially acceptable and customary business practices. We must meet this requirement.



### 03.3

## Conflicts of interest

Our suppliers are to rule out any conflicts between the company's interests that affect their own credibility, those of a third party, or the trust of external parties. Should such situations arise nevertheless, they must be addressed immediately and resolved constructively and in conjunction with the compliance department without any detrimental impact on Alterric.

### 03.4

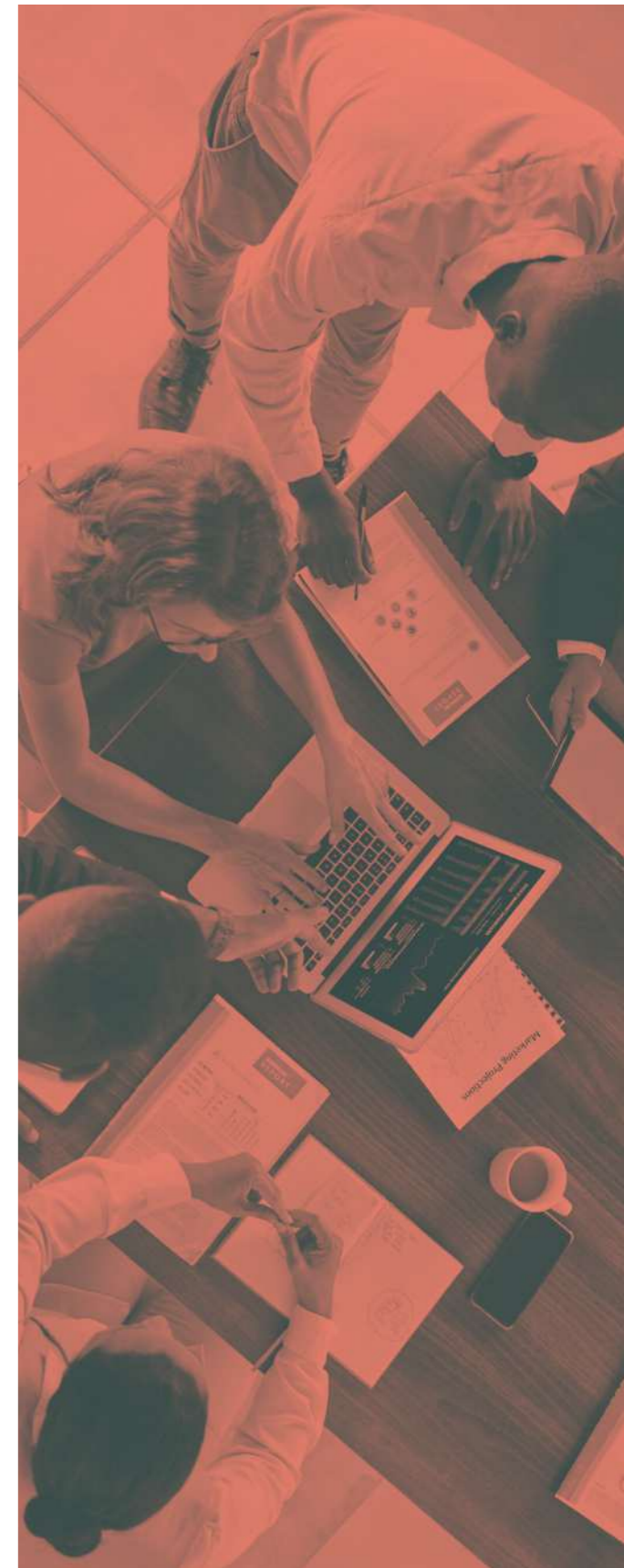
## Money laundering

We do not launder any money and take all steps in our power to prevent it. We also comply with the relevant laws on preventing money laundering. The initiation of business relationships and payments and transactions that could be associated with money laundering must be prevented. Our suppliers must also ensure this is the case along their own supply chain too.

### 03.5

## Protection of third-party rights and information

Our suppliers guarantee to safeguard data and information and respect intellectual property rights by preventing their misuse, theft, fraud, or unauthorised disclosure. Data is only processed in compliance with data protection regulations. The laws on data protection and information security and the official regulations must be complied with.





04

**Responsibilities**

## 04.1 Monitoring system

To ensure compliance with the principles outlined, appropriate processes and controls are carried out that are commensurate with the area of business concerned.



These processes and controls also apply to our suppliers, sub-contractors, and their suppliers. Ideally, verification should be provided via certified management systems in accordance with recognised standards and norms, such as ISO and DIN.

## 04.2 Action in the event of violations

We explicitly encourage our customers and business partners to report violations and any suspicious action that contravenes these or equivalent standards. The German Whistleblower Protection Act (HinSchG) protects the person reporting violations or suspicious incidents at all times.

If people wish to report irregularities or have any questions about this standard, they can contact the GRC department at the following e-mail address:

[compliance@alterric.com](mailto:compliance@alterric.com)

The person reporting can also provide information via Alterric's digital whistle blower system. Alterric's digital whistle blower system can be contacted here:

[alterric.integrityline.app](https://alterric.integrityline.app)



In line with  
our strategic  
goals.



