

Supplier Code of Conduct

1. Introduction

This code reflects Grene Wind Industry Supplies' (hereinafter referred to as Grene WIS) need to ensure that our suppliers and other business partners will act in accordance with local rules and regulations and internationally recognized minimum standards concerning Social Responsibility; Health and Safety; Environment and Anti-Corruption.

2. Social Responsibility

Suppliers undertake to fulfill their social responsibility towards employees and the company in a broader sense. In this context, attention should be paid in particular to the following aspects:

2.1 Ban on Forced Labor and Child Labor

Suppliers undertake not to practice any form of forced or child labor. Grene WIS is guided by the definition of child labor based on the standards of the International Labor Organization (ILO).

If a local law stipulates a higher legal minimum age for workers or longer obligatory education, the higher age applies.

2.2 Ban on Discrimination and Unequal Treatment

Suppliers undertake to not to discriminate against age, gender, color, ethnic or social origin, sexual identity, disability, religion or political opinion.

2.3 Human Rights

Grene WIS expects its suppliers to respect globally recognized human rights, as described in The International Bill of Human Rights.

Suppliers shall manage risks of impacting the rights of others and address any actual unfavorable human rights impact of their operations.

2.4 Conflict Minerals

Suppliers accept to comply with the applicable laws and regulations on conflict minerals. If products manufactured or delivered by the suppliers contain tin, tantalum, tungsten, Grene WIS must be notified immediately without being asked to.

3. Health and Safety

Grene WIS ensure that our workers are offered a safe and healthy working environment. All employees are provided with the protective equipment and training necessary to perform their tasks safely.

We strive to protect workers from acts of physical, verbal, sexual harassment, abuse or threats in the workplace, and we expect our suppliers to accept to comply with the applicable occupational health and safety regulations and to ensure a safe and safety working environment in order to maintain the safety and health of employees, to protect third parties and to prevent accidents, injuries and work-related illnesses.

4. Environment

Grene WIS expects its suppliers to integrate environmental considerations in their activities and strive for continuous improvement, by preventing or reducing any significant impacts of their activities on environmental sustainability. In addition to our expectation that suppliers comply with any regulation, suppliers are expected to establish an Environmental Policy or to establish environmental due diligence processes, or to provide for remedy in case of actual unfavorable impacts, including, where necessary, reporting to and collaboration with the appropriate authorities.

Proper due diligence will involve assessing risks in relation to water and energy use; use of raw materials, use of ozone depleting substances, emissions to air, ground and water, emissions of odor, light, noise and dust; handling, storing and disposal of chemicals and waste; recycling and reuse of materials and products, use and diffusion of new environmentally friendly technologies. Grene WIS expects its suppliers to integrate environmental considerations in their activities and to strive to continuous improvement.

5. Anti -Corruption

Grene WIS strongly dissociates itself from corruption, corrupt practices and other practices that can undermine economic sustainability, such as fraud, extortion, fraud, anti-trust or tax evasion. Our suppliers shall actively refrain from any corruption or corrupt practices and should take all relevant measures to ensure that their subcontractors, agent or third parties, subjects to its

control, do not engage in corrupt behavior.

6. Declaration of the Supplier

We hereby confirm receipt of the Supplier Code of Conduct and accept to comply with the principles and requirements of the supplier Code of Conduct.

We also confirm that by signing this Supplier Code of Conduct, we accept the completion of the necessary compliance checks and audits, if needed.

We also confirm that by signing this Supplier Code of Conduct, it will form part of the existing contractual relationships between us and Grene WIS. If there are conflicts between the Supplier Code of Conduct and the existing contractual relationship(s), the relevant further regulations shall apply.

Place, date

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Supplier, (company stamp, signature)

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