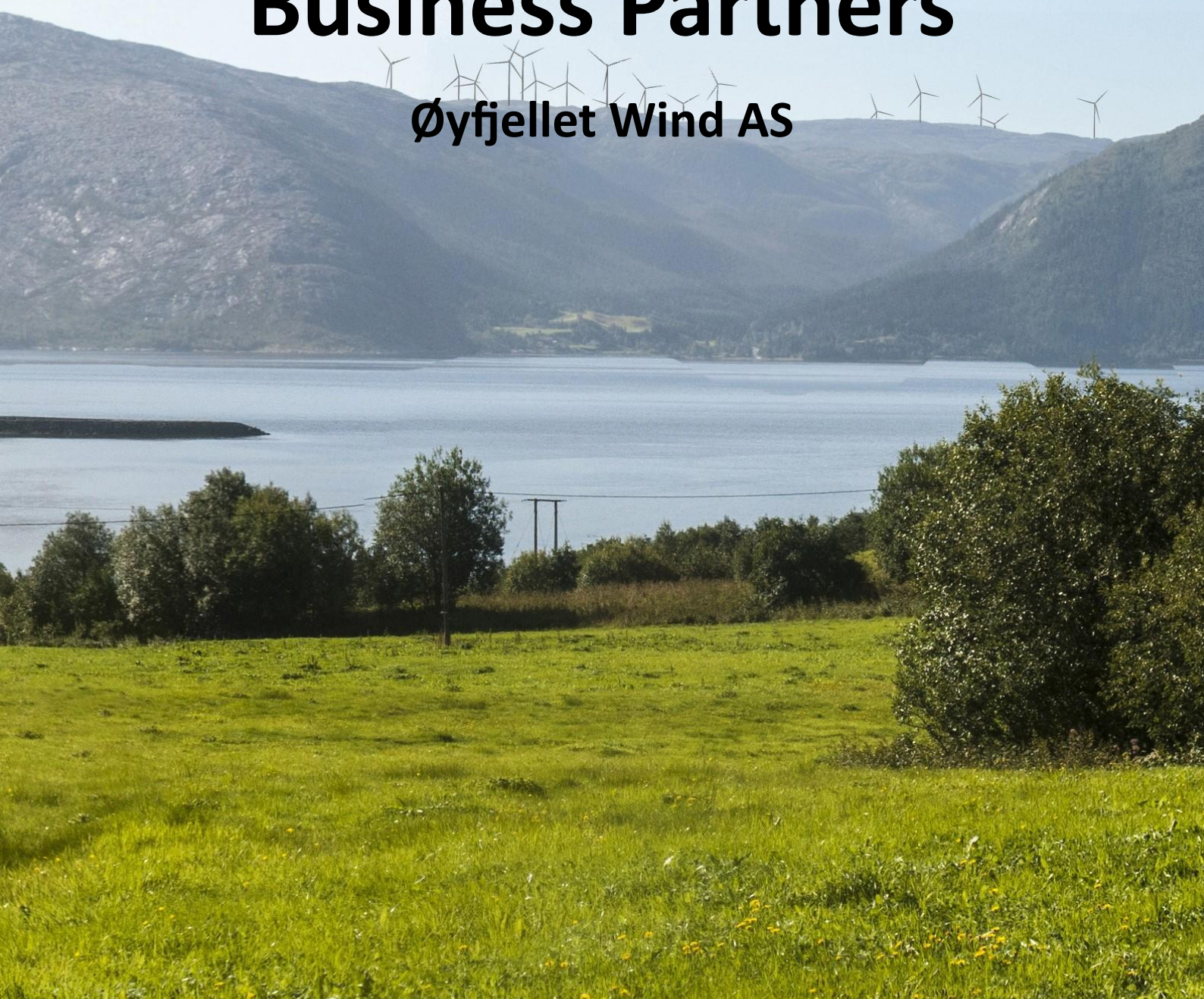




– en friskere fremtid

Code of Conduct Business Partners

Øyfjellet Wind AS



Code of Conduct for Business Partners of Øyfjellet Wind AS

Øyfjellet Wind AS (ØWAS) operates 72 wind turbines in Vefsn municipality, Nordland.

The ethical guidelines for ØWAS establish the company's commitment to specific principles and values, addressing both social and environmental aspects. These guidelines outline the expectations and requirements ØWAS has for its business partners.

All legal entities or individuals currently or in the future involved in business activities with ØWAS will hereinafter be referred to as "Business Partner(s)." This can include, but is not limited to, suppliers, subcontractors, and consultants.

Acceptance and compliance with the terms of these guidelines, or guidelines with equivalent commitments, will impact the evaluation and selection of Business Partners, both at the outset of the relationship and throughout its duration.

Business Partners must comply with applicable laws and regulations in their country of origin and the countries in which they operate. In addition, they are expected to act in accordance with relevant international conventions and guidelines from organizations such as the International Labour Organization (ILO), the Organization for Economic Cooperation and Development (OECD), and the United Nations (UN).

Human Rights and Working Conditions

Human Rights: Business Partners covered by Norway's Transparency Act are expected to conduct due diligence assessments related to human rights and decent working conditions in accordance with the law's requirements.

Forced and Child Labour: Business Partners shall avoid all forms of forced and child labour.

Working Conditions: Business Partners must provide their employees with adequate wages in line with the respective national statutory minimum wage requirements.

Freedom of Association and Collective Bargaining: Business Partners must recognize the right to union freedom in accordance with ILO Conventions C87 and C98. The right to unionize must be upheld, and union representatives shall not be discriminated against or hindered in their work. Workers shall have the right to join or establish unions of their choice and to bargain collectively.

If Business Partners operate in countries where the law restricts freedom of association and collective bargaining, they shall support alternative lawful forms of employee organization.

Non-Discrimination: Business Partners shall refrain from any form of discrimination in hiring, pay, access to training, promotion, dismissal, or retirement based on ethnic background, national origin, religion, age, disability, gender, marital status, political affiliation, union membership, or regional origin, in accordance with ILO Conventions C100, C111, and C181.

Environmental Commitments for Business Partners

Business Partners are required to comply with all relevant laws, regulations, and standards for the protection of natural resources and the environment.

Business Integrity and Compliance

Anti-Corruption: ØWAS has zero tolerance for any form of corruption or bribery. All transactions with ØWAS shall be contractually based, lawful, and of a normal business nature. The supplier shall not offer, give, request, accept, or receive any form of bribe, facilitation payment, or improper advantage, performance, or service to/from ØWAS, public officials, international organizations, or any other third party in the private or public sector. The offering or acceptance of gifts, hospitality, expenses, or any advantage that could provide or be perceived as providing unfair influence is prohibited for Business Partners. Special caution is required when gifts or services involve public officials, whether as givers or recipients, to protect against actual and potential attempts at corrupt business practices and the appearance thereof.

Sourcing from Conflict-Affected and High-Risk Areas: Business Partners must not contribute to human rights violations in high-risk areas, in line with the OECD Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, the UN Global Compact's Guidance on Responsible Business in Conflict-Affected and High-Risk Areas, and the EU's Due Diligence Guidance for managing forced labour risks in operations and supply chains. Therefore, Business Partners must commit to guidelines and procedures to avoid direct or indirect contributions to human rights abuses and negative environmental impacts. Certain employees, such as procurement teams, should be trained in relevant due diligence procedures.

Sanctions: Business Partners are expected to abstain from and carefully avoid establishing and maintaining business relationships with sanctioned parties. In addition, Business Partners are expected to refrain from direct or indirect cooperation with sanctioned countries. Due diligence measures may be used in the selection process for Business Partners to ensure this stance is upheld.

Prevention of Money Laundering and Terrorism Financing: Business Partners are prohibited from facilitating or participating, directly or indirectly, in any form of money laundering. Business Partners are expected to comply with their respective anti-money laundering and counter-terrorism financing obligations and actively contribute to preventing financial crime and relevant transactions.

Confidentiality and Privacy: All information obtained in the course of the business relationship between ØWAS and Business Partners must be kept confidential and not misused.

Subcontractors: Business Partners commit to applying these guidelines when subcontracting services to fulfill the contractual relationship with ØWAS and bear all responsibility for non-compliance by a subcontractor.

Health and Safety Obligations for Business Partners

Business Partners shall comply with ILO conventions on health, environment, and safety in the workplace. Business Partners shall actively work towards an injury-free and healthy work environment and promote an open and proactive culture of health and safety. Business Partners shall protect their employees by avoiding overexposure to chemical, biological, or physical hazards or tasks requiring excessive physical exertion in the workplace.

Control and Supervision

Audit: Business Partners authorize ØWAS or any organisation acting on their behalf to conduct audits to verify compliance with these ethical guidelines. Business Partners shall provide the necessary documentation and access to necessary facilities for the review.

Breaches: Business Partners should have internal mechanisms for reporting and addressing concerns, including breaches of the principles set out in this document. ØWAS shall be informed of any concerns or potential breaches without delay and provided full cooperation in the subsequent investigation. Both employees and Business Partners are encouraged to ask questions, seek guidance, express concerns, and report suspected violations. ØWAS has therefore established a whistleblowing system where information on any type of misconduct in a work-related context can and should be reported under the protection of anonymity. The whistleblowing system is accessible to our employees and third parties worldwide at all times. Reports can be submitted anonymously via ØWAS's email for reporting: varsling@oyfjelletwind.no. In line with Aquila Group's organizational culture of openness and trust, all whistleblowing inquiries will be forwarded to Aquila Capital's whistleblower portal, operated by BDO (<https://portal.bdolegal-whistleblower.de/>).

Consequences of Breach

ØWAS reserves the right to verify compliance with these requirements through appropriate means. This verification may take place via questionnaires or involve on-site expert deployment. Such on-site audits are conducted only after prior notice and in the presence of representatives of Business Partners during regular working hours and in accordance with applicable laws, particularly regarding data protection. Any discrepancies found must be rectified within a reasonable time, without additional cost to ØWAS.

Acceptance: Business Partners expressly accept the rules set forth in these ethical guidelines or guidelines with equivalent standards of commitment and confirm their acceptance and commitment to the provisions established therein. Additionally, Business Partners are responsible for conveying the content of these guidelines to their employees and subcontractors, as well as those involved in the production and/or maintenance process in any way.

If the expectations in these guidelines are not met, the business relationship may be reassessed and/or terminated, and corrective measures implemented per the respective contractual terms.

Code of Conduct for Business Partners of Øyfjellet Wind AS, first published June 2023. Last revision: December 2024.

Company: Øyfjellet Wind AS

Signature Name: Erik Mortensen

Date and Place: Mosjøen, December 2024

Signature:

