



# Contractor Declaration



## Introduction

Orrön Energy AB and affiliated companies ("Orrön Energy" or "the Company") are committed to upholding the highest levels of ethical conduct across its operations and the wider value chain. By adhering to the United Nations Global Compact, the Company commits to uphold and promote its ten principles on human rights, labour, environment and anti-corruption. The Company has endorsed the Universal Declaration of Human Rights, the ILO Tripartite Declaration, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. Orrön Energy's Code of Conduct ("Code"), expressing our values and principles, as well as our policies and guidelines, ensure full integration of responsible practices in all aspects of our business.

It is important for Orrön Energy that suppliers adhere to the same level of high ethical business standards, and that responsible business practices are applied throughout the value chain. This Contractor Declaration ("Declaration") is an essential element in Orrön Energy's and its affiliated companies' selection of contractors, suppliers and other business partners ("Contractors") since it establishes Contractors' commitment to work in accordance with ethical principles adhered to by Orrön Energy.

Orrön Energy also recognises the importance of Contractors' performance in matters related to Sustainability. The aim of this Declaration is to ensure Contractors abide by the same ethical standards as Orrön Energy, as well as to increase awareness of sustainability among its Contractors.

By signing the Declaration you are confirming on behalf of your company that you accept the values and principles as stated therein and that your company shall comply with all principles and requirements set forth.

We kindly ask that you to return a signed copy of the Declaration to the Orrön Energy entity that you are dealing with.

# Contractor Declaration

This Contractor Declaration outlines the principles and requirements that Orrön Energy expects Contractors to uphold in their operations. By signing this declaration, the contractor commits to adhere to ethical, environmental, and human rights standards in alignment with Orrön Energy's Code of Conduct. Contractors are expected to maintain systems and controls to ensure compliance, and where there are differences between this declaration and local laws, the higher standard shall prevail.

## Health and safety

Orrön Energy is committed to maintaining the highest standards of health and safety in all its operations. Contractors are required to uphold the same level of commitment, ensuring safe working conditions and practices within their own operations and to have due diligence procedures in place to safeguard health and safety performance in their supply chains. Contractors shall implement comprehensive measures to identify, prevent, and manage health and safety risks.

## Environment and biodiversity

Orrön Energy is committed to upholding strong environmental and biodiversity protection in its business activities. Contractors shall comply with all relevant environmental laws and regulations, maintain all necessary licenses, registrations, and permits, and conduct their operations in an environmentally responsible manner to prevent harm to the environment or biodiversity. Continuous improvements should be pursued to minimise environmental impact and promote robust environmental protection.

## Climate impact

Orrön Energy is committed to reducing its climate impact across its business activities. Contractors shall operate in a manner that actively seeks to reduce carbon emissions in both materials and supply chains. Contractors are expected to assess the environmental performance of their operations, strive to lower their carbon footprint, and prioritise the use of recyclable materials.

Contractors shall comply with responsible waste management practices, and seek to promote a circular economy by adopting sustainable practices that promote resource efficiency, waste reduction and product lifecycle management.

## Human rights

Orrön Energy requires all Contractors to respect international human rights standards in accordance with the UN Guiding Principles on Business and Human Rights. This includes identifying, preventing, and addressing any potential human rights impacts within the Contractors' operations, ensuring that all activities respect the dignity, rights, and well-being of individuals and communities. This includes actively engaging with local and indigenous communities to understand and mitigate potential impacts of operations, ensuring that their rights are respected.

**Preventing human rights impacts in supply chains**

Orrön Energy acknowledges the critical importance of preventing human rights violations within the supply chains of renewable energy projects. Contractors are required to take proactive measures to identify, prevent, and address potential human rights risks in their supply chains. This includes closely monitoring the source of raw materials and components to avoid the use of conflict minerals or materials associated with human rights abuses, particularly when sourcing from high-risk regions outside the EU. Due diligence, including regular supplier assessments, is essential to ensure materials and components are sourced responsibly and free from forced labour, child labour, discrimination, or exploitation. Contractors are expected to seek transparency regarding the origin of materials and take corrective action if violations are identified.

**Labour practices**

Orrön Energy is dedicated to upholding fair labour practices by ensuring a safe, inclusive, and respectful workplace that complies with the applicable laws and regulations regarding working environment and working conditions. Contractors are required to uphold fair labour practices by complying with relevant labour laws and international labour standards, including fair wages, respecting the rights of employees to freedom of association, collective bargaining, reasonable working hours, and the prohibition of forced or child labour. The contractor shall also have procedures in place to safeguard fair labour practices in their supply chains.

**Diversity, equality, and non-discrimination**

Contractors shall promote equality and diversity, and not practice any form of discrimination in hiring, promotion, development, remuneration, and termination practices. Unacceptable grounds for discrimination include, but are not limited to, race, colour, gender, age, language, property, nationality, religion, ethnic or social origin, caste, economic status, health status, disability, pregnancy, indigenous status, trade union affiliation, political opinion, or sexual orientation.

**Anti-Bribery, Anti-Corruption and Anti-Money Laundering**

Orrön Energy is committed to maintaining the highest standards of integrity and ethical conduct in its business dealings. Contractors are required to operate with the same level of integrity, avoiding all forms of bribery, corruption, and unethical behaviour. Contractors shall implement measures to prevent improper payments and comply with anti-bribery and anti-money laundering laws in every country where they conduct business. Any form of unethical conduct will be taken seriously and may result in the termination of the business relationship.

**Data Protection and Cyber Security**

Orrön Energy is committed to protecting the confidentiality, integrity, and availability of data and expects its Contractors to uphold the same standards. Contractors must comply with all applicable data protection and privacy laws, including implementing technical and organizational measures to safeguard personal and sensitive data against unauthorized access, loss, destruction, alteration, or disclosure.

**Reporting**

Orrön Energy expects all Contractors to have mechanisms in place to report concerns regarding unethical practices, violations of this declaration, human rights abuses, environmental harm, or health and safety breaches. All reports must be taken seriously, investigated promptly, and addressed in accordance with applicable laws. Contractors are encouraged to report any significant concerns directly to Orrön Energy, either to their contact person or confidentially through the whistleblowing system.

We, the undersigned hereby confirm, that:

- We have received and taken due note of Orrön Energy's Contractor Declaration and commit ourselves to comply with its principles and requirements. To the extent we are not able, upon Orrön Energy's request, to provide supporting documentation with respect to fulfilment of the requirements, we confirm our willingness to start a process of documenting our practice and performance.
- We have noted that compliance with the Contractor Declaration is an essential prerequisite for business relations with Orrön Energy.
- We will cooperate in good faith with Orrön Energy and agree to conduct a sustainability audit or screening in the event that we are suspected of violating any of the values or principles set forth in the Contractor Declaration. The scope of the audit to be performed shall be reasonable in relation to the suspected violation.

\_\_\_\_\_  
Company

\_\_\_\_\_  
Location/Date

\_\_\_\_\_  
Title/Name

\_\_\_\_\_  
Signature