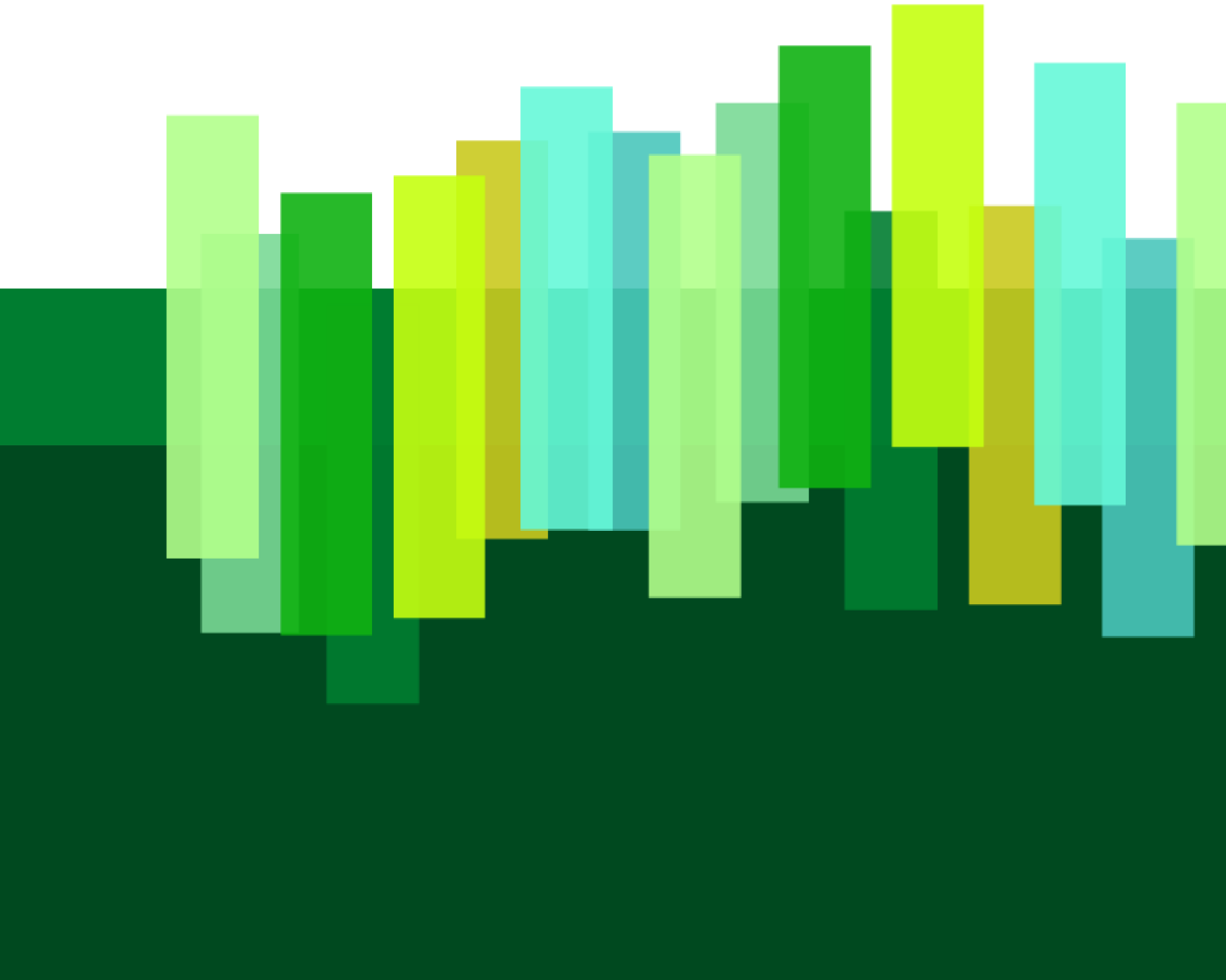




Supplier Code of Conduct 2024



Kenter has an important societal role, which is to provide safe, reliable and clean energy. When we transport gas and electricity, we are literally connected to society. That is why we conduct our business operations responsibly. We therefore invest in responsible purchasing policy. We expect our suppliers to also work on their corporate social responsibility. To this end, we apply the Kenter Supplier Code of Conduct.

The Kenter Supplier Code of Conduct is based on the guidelines of the Organisation for Economic Co-operation and Development (OECD). Our Code sets standards for ethical and fair business conduct and describes how we want to treat people, improve our environment, and conduct our business in cooperation with other parties. Kenter is very committed to compliance with this Code of Conduct and can assess it, for example by visiting companies or requesting reports.

How we treat people

Wherever employees work worldwide, their working conditions must be humane, fair and safe. Together with our suppliers, we therefore respect the Universal Declaration of Human Rights and the international conventions on terms of employment and working conditions as laid down by the International Labour Organisation (ILO). The following points are of particular importance:

- **Anti-discrimination**
Alle anti-discrimination rules as laid down in national and supra-national laws and regulations are to be respected and complied with. There is to be no discrimination based on age, nationality, race, ethnic background, gender, sexual orientation or physical disability.
- **Unions**
Employees have the right to join trade unions. They have the right to associate and bargain in order to reach agreements about their terms of employment.
- **No involuntary labour**
It is recognised that work should always be based on a voluntary agreement. Under no circumstances will involuntary labour be used, such as by putting people under pressure to work.

- **Child labour**

Suppliers will not make use of child labour. They will therefore respect all national and supra-national laws and regulations applying to child labour. Of particular importance are ILO conventions 138 and 182, which declare that children for whom education is compulsory (in general, children below the age of 16) may not be employed, and that children may not be subjected to hazardous work, any form of slavery, or armed labour.

- **Working conditions**

Measures are to be taken to promote and safeguard good working conditions. This includes at minimum having designated working hours and rest periods, safety measures and facilities, measures for groups exposed to specific risks and measures for the handling of hazardous substances.

How we treat our environment

Sustainable business operations include caring for the environment. It is important to take measures to protect and improve the quality of the environment, public health and safety. The following are important principles in caring for the environment:

- **Lifecycle analysis**
It is important that the footprint of products and services is kept as small as possible. The adverse impact on the environment should be minimised. Valuable methods for this are lifecycle analysis (LCA), environmental impact assessment (EIA) and total cost of ownership (TCO). An analysis is made of the consumption of raw materials and energy as well

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as of emissions during production and lifecycle of the product.

- **Materials used for the product**
Consideration is to be given to the raw materials used, the risks arising from hazardous substances, combinations of raw materials, and possibilities for the re-use of raw materials and/or components at the end of the product's lifecycle.
- **Waste and recycling**
Waste should be avoided as much as possible. Options for recycling should be studied and implemented where possible. Suppliers accepting the return of the product at the end of its lifecycle (and taking responsibility for the product and the raw materials) is a valued option.
- **Information**
Information should be provided to the employees and the local community on environmental, health and safety issues relating to the company's activities

How we work

Kenter believes that it is important that companies conduct their business transparently, fairly and independently. In concrete terms, this means:

- **Laws and regulations**
All national and supra-national laws and regulations applying to business operations are to be respected. Where local industry-specific standards are stricter than the applicable laws, these standards must be complied with.
- **Transparency**
The aim is to be as transparent as possible about the business operations. This involves measures such as providing regular public disclosures and information, and accountability about the efforts set out in this Code. Insight should be provided into performance, criteria, opinions, and choices that have been made.
- **Ethics**
Suppliers are to conduct themselves ethically: they will not engage in bribery or facilitating payments and will be

reticent in giving and accepting gifts.

The laws and cultures of the countries where business is conducted are to be respected. Measures should be taken to minimise the risk of corruption and/or abuse of power during the production and delivery of goods, products and services.

Supply chain management

Together with its suppliers, Kenter works to ensure responsible supply chain management. Suppliers will apply the principles of the Code, inform their employees about these principles and discuss them with their employees. In addition, suppliers will, where reasonably possible, require that their own suppliers upstream in the chain demonstrably comply with the Code.

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