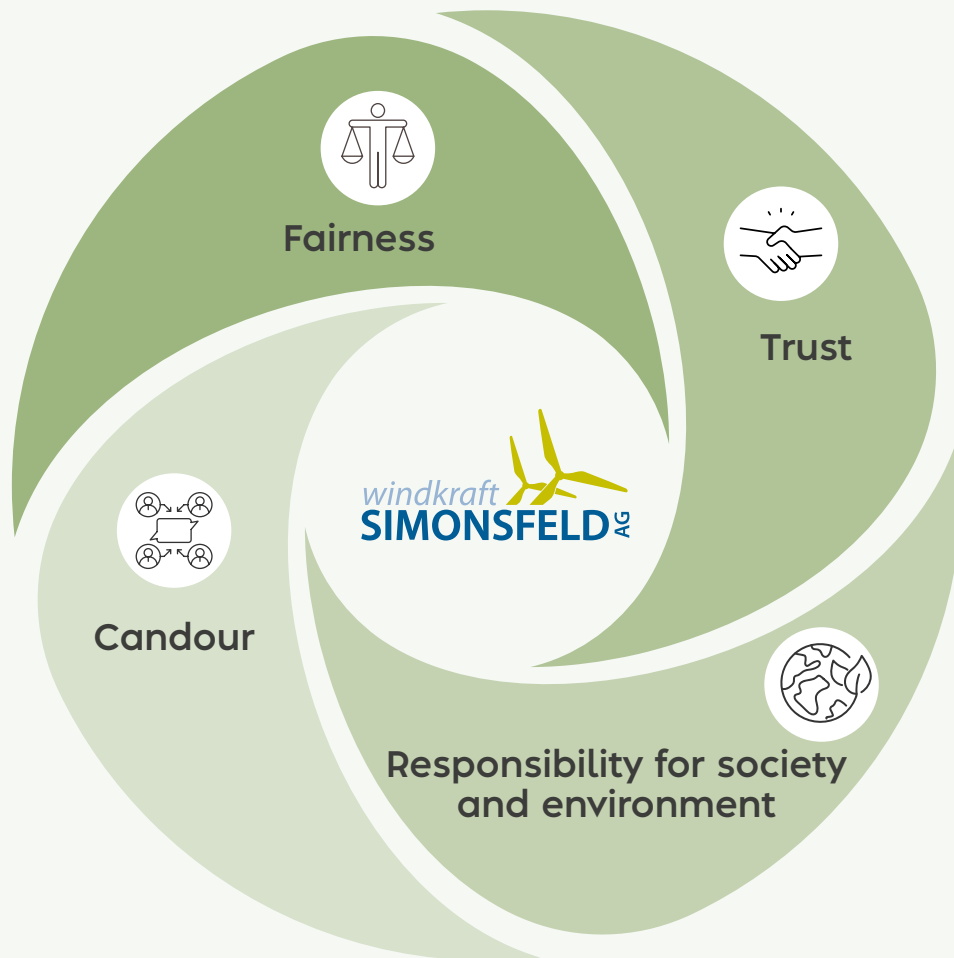
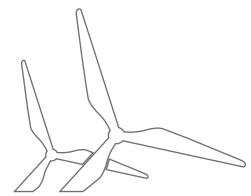




Code of Conduct

for business partners and suppliers of
Windkraft Simonsfeld AG



Introduction and Principles

Windkraft Simonsfeld strives to establish **long-term business relationships based on mutual trust** and aligns its economic activities with the United Nations Sustainable Development Goals (SDGs). Business partners and suppliers along the value chain are therefore key stakeholders in holistically optimising the supply process, raising quality standards, driving innovation and continuously improving the social, environmental and economic aspects of the company's business.

In addition to general contractual terms and conditions governing the performance of services (see Windkraft Simonsfeld's General Terms and Conditions of Purchase), compliance with **human and children's rights, occupational health and safety standards, environmental and climate protection**, as well as **the innovation potential** associated with these criteria, plays a key role in our procurement process. This policy document serves as a voluntary commitment for the business partners, suppliers and service providers of Windkraft Simonsfeld. In the event of repeated non-compliance with the principles defined below, Windkraft Simonsfeld reserves the right to revise the contractual agreements and, if necessary, to refrain from further cooperation.

This document is based on the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the Fundamental Principles and Rights at Work of the International Labour Organisation, and its Guidelines for a just transition towards environmentally sustainable economies and societies for all.

We expect all companies and contractors conducting business for, on behalf of, or in conjunction with Windkraft Simonsfeld to comply with this Code of Conduct and the standards set out therein:

- › Ensure that all **international and national laws and regulations relevant** to the business relationship, relating to technical standards, health, safety, labour and environmental aspects, are complied with without exception; actively promote the fight against corruption; and always strive to exceed the minimum legal standards in the respective areas.
- › Commit to **economic, social and environmental responsibility within your sphere of influence**. Minimise negative impacts systematically and maximise positive effects. You also encourage your own suppliers to adhere to sustainable production practices.
- › **Active communication** of the herein defined values **within your sphere of influence** is a matter of course for you. – Involve your employees and stakeholders actively in the implementation of these principles!
- › Your business activities are always conducted in accordance with the five fundamental principles and rights at work of the International Labour Organisation (ILO).

Collaboration



The guiding principle for our business relationships is

partnership, the key to success

Treating suppliers, service providers and business partners respectfully is a key factor for our success. We expect fair, trusting and responsible cooperation regarding society and the environment. Our aim is a loyal, stable and long-term partnership for mutual economic and technical success.

- › To achieve shared goals and successes, we seek regular dialogue and maintain personal contact.
- › Open and honest communication is a prerequisite for a business relationship based on partnership. **Genuine cooperation** is free from deception or false promises made for the sake of securing a contract.
- › A committed and **customer-focused approach**, with a strong commitment to fair cooperation (including in the event of complaints), is a matter of course for you.
- › Together, we draw up **vast demand forecasts and target agreements** regarding technology, quality, customer service, delivery reliability and price, as well as environmental optimisation measures.
- › In our business relationship, we are committed to the **continuous exchange of expertise** and adapt flexibly to changes in requirements.
- › The contracts are characterised by a **fair pricing policy**.
- › They stand for absolute **reliability of delivery** and **flexibility** regarding changes in quantities.
- › You guarantee us a long **service life and the availability of spare parts** for the products you supply - even beyond the minimum service life.
- › Gifts or personal favours call into question the **integrity of our business relationship** and may be interpreted as attempted bribery.

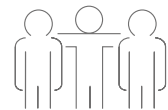




Innovation and improvement

- › You guarantee **production processes that comply with laws and standards** in all areas.
- › Both parties recognise **that identifying weaknesses is a prerequisite for a collaborative improvement process.**
- › You are always open to improvements in technology, manufacturing processes and performance, and have the constant aim of working with **state-of-the-art technology** and helping to develop market-leading products with the greatest possible environmental and social compatibility.
- › **Mutual support** in optimising operational processes and the exchange of information beyond current projects (e.g. know-how on market and technology trends) are a matter of course for both parties.
- › Working in accordance with international industry standards and safety regulations is just as much a matter of course for you as the aim of continuously improving the quality and reliability of your services and products through a **comprehensive quality assurance system.**
- › You pursue an **active risk management approach that integrates environmental aspects, social issues and climate risks** into the assessment and derives operational measures.

Do you see **potential for ethical, environmental or economic improvement of your products or services?** Windkraft Simonsfeld welcomes **honest feedback**, is grateful for suggestions and is interested in finding solutions together.



Human and children's rights

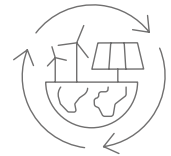
- › The **exploitation of children** within our sphere of influence will **not be tolerated.** According to ILO Convention 138 (1973), a child is defined as a person under the age of 15, or under the age of 18 in the case of work that is harmful to the person's health, safety or morals (e.g. in mines, contact with toxic substances, etc.).
- › Within your sphere of influence, any form of **discrimination** against individuals on the grounds of skin colour, ethnic origin, gender, religious affiliation, disability, age or sexual orientation is **strictly prohibited.**
- › There is no form of **forced labour** or **exploitative activity** in your supply chain.
- › Although indigenous peoples are the least responsible for climate change, they are among the groups most severely affected. Actively advocate for the application of the FPIC principle - **Free, Prior and Informed Consent (FPIC)** - as set out in ILO Convention No. 169 ([Convention Concerning Indigenous and Tribal Peoples, 1989](#)) within your sphere of influence.
- › Stand up for the **protection of economic, social and cultural rights** within your value chain.



Working conditions

- › Your employees are guaranteed **health and safety at work** - at least to the extent required by the applicable legal regulations.
- › Within your sphere of influence, employees are paid at least in accordance with statutory standards, promptly after the service has been provided. The **statutory regulations** on working hours, holiday entitlement and sick leave are **complied with** without exception, and pregnant employees are granted the prescribed protection periods without restriction, whilst parental leave is, of course, approved.
- › You guarantee **employees the freedom of association** and accept the establishment of employee representative bodies. An **effective complaints procedure** is in place, through which grievances can be raised and appeals lodged.
- › Any form of psychological or physical aggression, as well as any form of harassment or **intimidation** towards your staff, is **strictly prohibited.**
- › All internationally recognised principles regarding the protection of labour rights must be complied with without exception, and **complicity** within the scope of operations must **be avoided.**

Environmental protection, climate protection, biodiversity and the circular economy



- › You pursue the goal of a **sustainable production process** with environmentally sound end products and assume full responsibility for the environmental impacts caused by your activities: You also take precautions to prevent pollution and regularly assess the associated aspects to ensure that your products and services have **no negative impact on ecologically sensitive areas** or their biodiversity.
- › Following the idea of a cleaner production, you aim to make **improvements at source** (e.g. conserving resources by reducing material use and adopting circular production methods). At the end of the production chain, you focus on recycling or innovation in waste recovery.
- › Analyse your energy and water consumption and take measures to reduce your need!
- › Substances and materials that may pose a health risk or harm the climate during processing or recovery must – as possible – be minimised in the production cycle and replaced with **non-hazardous products**. The use of all chemical substances is managed in accordance with the law and hazardous waste is disposed of appropriately.
- › Should unavoidable pollution or environmental or health risks arise within your production process, you shall bear the costs of **any necessary remedial measures**, within reasonable limits. **Informing your consumers** about any economic, social and environmental impacts of the product is your top priority.
- › The United Nations' **Sustainable Development Goals** (SDGs) are integrated into your business processes. You support the expansion of renewable energy sources (SDG 7) necessary to achieve climate targets.
- › You address the greenhouse gas emissions caused by your activities and seek **to minimise the impact on global climate change** through conscious adjustments to production.

We hope that these guidelines will help you understand our principles and corporate values, and we look forward to a long-term business relationship that brings mutual success!

Any amendments to this Code of Conduct for Business Partners and Suppliers of Windkraft Simonsfeld are permitted and will be published.

By signing, the business partner/supplier confirms that they have read and understood the Supplier Code of Conduct V 1.1 and accept its provisions.

.....
Partner

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Date

.....
Signature and company stamp



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