

CONTOURGLOBAL



Supplier Code of Conduct





KIVUWATT | BIOGAS

The ContourGlobal Commitment

ContourGlobal generates electricity around the world and wherever we work, we do so according to the highest ethical standards. We support the United Nations Global Compact principles and our procurement policy requires that our suppliers embrace our commitment to these principles. Our Supplier Code of Conduct (the “Supplier Code”) is based on the ContourGlobal Code of Conduct and Business Ethics and the ContourGlobal Anti-Corruption Compliance Guide. The Supplier Code is incorporated into our contracts with suppliers and our suppliers are responsible for ensuring the compliance of any subcontractors with our Supplier Code.

Supplier Code of Conduct

ETHICS & TRANSPARENCY

BRIBERY AND CORRUPTION Suppliers will comply with all applicable anti-bribery laws and with ContourGlobal's anti-corruption policies. Suppliers will not engage in any form of bribery or offer any improper incentives, including money or anything of value, to ContourGlobal employees, government officials, or any other person in connection with the supplier's business with ContourGlobal in order to obtain or retain business with ContourGlobal.

GIFTS AND HOSPITALITY Bribery and corruption may involve providing hospitality, accommodations, travel, meals, or gifts with corrupt intent or under circumstances where corrupt intent may be inferred. Suppliers may not provide any corporate hospitality or any other items of value to any government official or employee in an attempt to influence official action, i.e., with corrupt intent, in connection with the supplier's business with ContourGlobal. Any gift, travel, lodging, meal, hospitality, entertainment, or accommodation must comply with the ContourGlobal Anti-Corruption Guide and Code of Conduct and Business Ethics.

HUMAN RIGHTS & LABOR

CHILD LABOR Suppliers will comply with all applicable child labor laws and only employ workers who meet the applicable minimum legal age requirement in the country.

FORCED AND COMPULSORY LABOR Suppliers will not use forced or involuntary labor, including indentured or slave labor.

WAGES AND HOURS Suppliers will comply with all applicable working time laws and pay overtime when required under law. Additionally, suppliers will comply with all applicable laws on wages and benefits.

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING Suppliers will respect employees' lawful right of free association, as well as their lawful right to join, form or not to join a labor union or otherwise engage in collective bargaining.

DISCRIMINATION AND HARASSMENT Suppliers will not discriminate with respect to any condition of employment on the basis of race, color, national origin, sex, religion, age disability, HIV/AIDS status, trade union membership, sexual orientation or any particular characteristic unrelated to job performance and will comply with all applicable employment discrimination laws. Additionally, suppliers will maintain and enforce policies against harassment on this basis.

HEALTH, SAFETY & ENVIRONMENTAL

RESPECT THE ENVIRONMENT Suppliers will comply with all applicable environmental laws and ContourGlobal's environmental policies, and will implement systems to manage environmental impacts.

PROTECT HEALTH AND SAFETY Suppliers will provide a safe and healthy workplace for their employees and comply with all applicable health and safety laws and ContourGlobal's health and safety policies.

LEGAL REQUIREMENTS & COMPLIANCE

COMPLIANCE Suppliers will comply with all applicable laws in the provision of products or services to ContourGlobal, including but not limited to laws designed to prevent bribery, extortion, unfair trade practices and money laundering. Additionally, suppliers are expected to implement and maintain appropriate systems and controls sufficient to promote compliance with applicable laws and the principles in this Supplier Code, including policies, training, monitoring and auditing.

CONFLICTS OF INTEREST Suppliers will avoid any interaction with ContourGlobal employees that may conflict, or appear to conflict, with that employee's exercise of independent judgment in the best interests of ContourGlobal. This includes offering payments, gifts, entertainment, or other things of value (including employment opportunities) to ContourGlobal employees when to do so either would or would appear to interfere with that employee's duty of loyalty or other obligations to ContourGlobal.

FAIR COMPETITION Suppliers will comply with fair competition and anti-monopoly laws.

ACCURATE ACCOUNTING AND BUSINESS RECORDS Suppliers will keep accurate records of all matters related to the supplier's business with ContourGlobal, and with any sub-contractors working on ContourGlobal matters, and provide such records upon request.

CONFIDENTIALITY OF INFORMATION Suppliers may only use ContourGlobal's confidential information for authorized purposes and those necessary to discharge their contractual performance. Suppliers will protect ContourGlobal's confidential information and prevent its misuse, theft, fraud or improper disclosure. Suppliers will also safeguard sensitive or confidential information related to ContourGlobal that could impact ContourGlobal or its employees.

If a supplier violates the ContourGlobal Supplier Code of Conduct, ContourGlobal will require that the supplier implement a corrective action plan to cure the noncompliance within a

specified time period. If the supplier fails to remedy its violation within this timeframe, ContourGlobal may terminate the business relationship.



WE SUPPORT

CONTOURGLOBAL®

