



## **Supplier Declaration**

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### **Code of Conduct**

Azelio AB (publ) ("Azelio") operates in the area of renewable energy, the business concept being to offer energy solutions based on Stirling engine technology.

Azelio strives to achieve a leading position in the areas in which we have chosen to focus.

It is our view that high ethical requirements are the basis of a successful business. Our ambition is to live up to the expectations that our stakeholders may make of us.

It is further to this, a requirement that the suppliers to Azelio shall be made aware of, and commit to adhere to, the same principles in their dealing with Azelio. These principles are described in the Azelio Code of Conduct and shall be acknowledged per signature in the below Supplier Declaration.



### **Azelio's commitments**

Azelio's Code of Conduct is based on the Ten Principles of the UN Global Compact, which are in turn based on the Universal Declaration of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. It is Azelio's view that behaving professionally, actively and responsibly means complying not just with local laws and regulations, but also with firmly established and widespread international conventions, agreements and ethical standards.

### **Supplier Declaration**

As supplier to Azelio we hereby declare that we will adhere to and comply with the following principles:

#### **Respect for people and human rights**

*As supplier to Azelio we respect fundamental human rights*

- We respect the UN conventions on human rights and we wish to shoulder the responsibility that we have towards our employees and the communities in which we operate.
- We comply with the laws and regulations in force in the countries where we are active.

*As supplier to Azelio we offer our employees fair and reasonable working conditions*

- Our employees are one of our most important resources and our relationship must be built on mutual respect and trust.
- We aim to attract, develop and retain qualified and motivated employees in a professional environment.
- Our employees must be offered a safe and healthy work environment which we are constantly endeavouring to improve.
- The employment terms offered to employees must comply with the minimum requirements of national legislation and/or collective agreements as well as relevant ILO conventions. We endeavour to pay fair wages and benefits in accordance with relevant norms in the locations where we operate.

*As supplier to Azelio we distance ourselves from child labour and forced labour*

- We do not employ individuals who are below the minimum working age. An exception may be made in the case of e.g. apprenticeship schemes, provided that these are approved by the country concerned.
- We do not accept forced labour or slave labour in our workplaces, nor any other situations in which persons are coerced to work.

*We are a non-discriminatory workplace*

- We offer every individual equal opportunities regardless of skin colour, gender, nationality, religion, ethnic group or other distinguishing characteristics.
- We work actively to achieve a corporate culture and working community that is free of discrimination and harassment.

*We respect our employees' right to act collectively*

- Our employees have the right to form or join trade unions and we respect our employees' and their trade unions' right to negotiate collective agreements.

### **Good business ethics**



*All employees and representatives are expected to demonstrate honesty and integrity in their interaction with other employees, customers, suppliers, business partners, organisations and authorities.*

- As supplier to Azelio we take a zero tolerance approach to any kind of corruption and will work actively to ensure that this does not occur within our company or in contexts associated with the company.
  - The term corruption also includes abuse of position for one's own gain or for the company's gain, for example through the use of bribes.
  - To offer, promise or provide a bribe is forbidden. It is also forbidden to request, accept a promise of or receive a bribe.
  - A bribe is a gift or other benefit that may influence a person to inappropriately favour the giver within the context of their employment or tasks.
- For example, employees are not permitted to offer, give or receive or request gifts, services, entertainment or other benefits which:
  - contravene general business practice;
  - consist of money, securities, loans or other kinds of personal payments in the form of discounts, bonuses or commissions;
  - consist of travel purely for leisure or holiday purposes;
  - contravene the laws in force and/or exceed local custom;
  - are offered to persons employed in the public sector in connection with imminent or ongoing processing or decisions relating to the exercise of authority;
  - are other benefits which, on the basis of their value or other relevant circumstances, typically risk an undue influence on the recipient in the exercise of their professional duties or which otherwise risk causing difficulties for the company or the employee if made public.
- This shall not prevent the employees from receiving or offering benefits for the purpose of retaining and promoting good business relations with customers and other business partners.
  - This is provided that such benefits are moderate, are accepted and offered openly, and are otherwise in accordance with this Code of Conduct and the Swedish Code on Gifts, Rewards and other Benefits in Business.

*As supplier to Azelio we work systematically to prevent corruption*

- Our management is responsible for regular analysis of the risks of corruption associated with its own business.

*We support and strive for fair competition*

- Our employees must therefore comply with all relevant competition rules and refrain from entering into unlawful competition-restricting agreements and exchanging unlawful price and/or market information with competitors.

*As supplier to Azelio we comply with the applicable rules on export controls*

- We will comply with all the applicable rules relating to export control, including not trading in contravention of or with individuals against whom there are economic sanctions.
- Moreover, we will not trade in or export sensitive goods without the necessary export licences.

### **Avoiding conflicts of interest**

*Our organisation is politically independent and our employees work in the best interests of our company*



- Our employees must always work in our companies best interests and avoid all actions that may be perceived as favouring a company, organisations, individuals or other stakeholders at the expense of our company.
- As supplier to Azelio we do not take a political standpoint and therefore we do not use funds to support political campaigns or for other political purposes.

### **Respect for confidential information**

*Our employees must not pass on or misuse confidential information*

- Examples of confidential information are non-public information concerning Azelio's operations, results, strategies, business transactions, business plans and business processes, but also such information that our employees may have concerning our partners, subcontractors, universities etc.
- Where relevant we will require employees and others who perform services for our company to sign a non-disclosure agreement. The commitment to maintaining confidentiality continues to apply after employment or the consultancy assignment has ended.

### **Respect for the environment**

*Consistent and long-term environmental efforts both benefit the environment and create value*

- Our ambition is to live up to the expectations that the company's shareholders, employees, co-workers and the outside world may make of us regarding our business model and long-term sustainable development.
- In our operations we will, where possible, work to reduce our environmental impact by preventing and reducing pollution and the use of harmful substances and by contributing to long-term sustainable development through active, systematic environmental efforts.
- Environmental aspects are to be integrated as a natural part of our business.

*Regular checks on product safety*

- The products made for and by Azelio must comply with all applicable laws and regulations regarding product safety.
- It is important that the employees are aware of the regulations that apply regarding product safety and that regular checks are carried out on compliance with these regulations.

### **Relationships with external parties, e.g. customers, suppliers and partners**

*Our business partners must live up to the principles of this Code*

- We endeavour to ensure that our customers, suppliers, agents and other business partners comply with the principles of this Code of Conduct.
- When choosing customers, suppliers and partners the assessment will include their ability to live up to the requirements of this Code of Conduct.

### **Accounting, information and financial reporting**

*As supplier to Azelio we strive to provide information of the highest quality and to do so openly, accurately, continuously and speedily.*

- Our accounting is to be correct and compliant with the applicable laws, regulations, accounting standards and norms. Financial information and other information is to be communicated in accordance with the applicable laws and other rules.
- We strive to provide information of the highest quality and to do so openly, accurately, continuously and speedily.

### **Personal data**

*As supplier to Azelio we respect personal data and process it with care*



- We respects individuals' personal data which the company may find out or use when processing information.
- Our management is responsible for ensuring that the processing of personal data in the business takes place in accordance with the applicable laws and regulations.

Place: ..... Date:.....

Signature: .....

Signer name and title: .....

Suppliers name: .....