



Supplier Code of Conduct

e.on

The E.ON Supplier Code of Conduct summarizes E.ON's expectations for the actions of its suppliers.

Preface

The E.ON Supplier Code of Conduct is based on the ten principles of the United Nations Global Compact and is a mandatory part of all contracts between E.ON and its suppliers. Upon acceptance of the Supplier Code of Conduct, our suppliers undertake to comply with the requirements described therein and to document them by means of appropriate evidence and records.

Our suppliers (including their agents, employees, representatives, subcontractors and distributors) must comply with all applicable domestic and foreign laws. They will avoid any action that could result in E.ON or an E.ON affiliate violating applicable laws or becoming liable to be punished under applicable laws. Furthermore, we expect our suppliers to comply with the following standards based on the UN Global Compact, as described in this Code of Conduct:

Environmental standards – minimizing environmental impact and mitigation of climate change

Social standards – recognition of human rights and ensuring adequate working conditions, including the occupational health and safety of employees

Governance standards – applying stringent ethical and moral business standards to ensure compliance with applicable laws



Environmental Standards – Minimizing Environmental Impact and Mitigation of Climate Change

E.ON supports European climate targets and intends to reduce its directly controllable Scope 1 greenhouse gas emissions and Scope 2 emissions to a level that will enable the company to be climate-neutral by 2040. E.ON plans to reduce Scope 3 emissions by 50 percent by 2030 and by 100 percent by 2050 (both compared to 2019 levels)¹. E.ON expects its suppliers to identify and regularly review their impact on the climate and the environment. In addition, E.ON also expects suppliers to take measures that minimize their negative impact on the climate and the environment (e.g., measures to reduce greenhouse gases, promote biodiversity or switch to a circular economy), continue to develop these measures and consistently implement them. By taking these steps, suppliers will actively support the goals set by E.ON.

Handling Hazardous Substances and Substances Hazardous to Water

When handling substances (materials, preparations and products) that are classified as hazardous or as hazardous to water, suppliers shall ensure that they are procured, labeled, handled, moved/transported, stored, re-used and disposed of safely. They will document their procedure and agree on it with E.ON before delivery. In particular, the prohibitions on the production and use of mercury (Minamata Convention), the production and use of persistent organic pollutants (Stockholm Convention) and the import and export of hazardous waste (Basel Convention) shall be complied with.

Reduction of Resource Consumption, Waste and Emissions

Continuously improving efficiency in the sense of the conscious and careful use of resources is an important component of management and operational management. Emissions in the air, water or soil will be reduced to the necessary minimum, documented and monitored. Waste of any kind must be reduced to the necessary minimum and handled in accordance with legal requirements for waste disposal, in particular the circular economy.



¹ Explanation of Greenhouse Gas Protocol standards <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>

Social Standards

Respecting human rights is a very clear part of E.ON's business and supply chain. The standards, management systems and risks of the E.ON Group are reported annually in E.ON's Human Rights Policy Statement at eon.com/humanrights.

Recognition of Human Rights

Suppliers of E.ON must recognize the United Nations Universal Declaration of Human Rights (Resolution 217 A (III) of 10/12/1948) and ensure that they are not involved in human rights violations. Where national legislation applies that provides greater protection for employees, these rules shall apply.

Occupational Health and Safety at Work

Suppliers must protect the occupational health and safety of their employees without exception, in compliance with applicable laws and regulations. All hazards and resulting health risks to employees or third parties must be adequately assessed and the necessary protective measures put in place. In addition, employees will be continuously instructed and trained on occupational health and safety.

No Child Labor, Forced Labor, Illegal Labor or Other Involuntary Labor

Suppliers must not tolerate child labor, forced labor, illegal labor or other involuntary labor in their company and supply chain in accordance with the conventions of the International Labour Organisation (ILO).

This includes:

- Not hiring employees who are under the age of 15. In countries covered by the exception for developing countries in ILO Convention 138, the minimum age is 14. As per ILO Convention 182, only employees who are at least 18 years of age may be hired for hazardous activities.
- Not using or contributing to slavery, servitude, forced or compulsory labor or human trafficking.

No Discrimination or Harassment

Suppliers will ensure that their employees are not discriminated against on the basis of on their skin color, nationality, ethnicity, political affiliation, social background, any disability, their sexual identity and orientation, religious beliefs, gender or age.

Every employee of the suppliers will be treated with respect and dignity. No employee may be harassed or abused physically, mentally, sexually or verbally.

The prohibition of discrimination in the workplace refers in particular to recruitment, remuneration, promotion and dismissal. Suppliers must ensure compliance with these principles.

Transparency of Working Hours and Remuneration

Suppliers shall ensure that working hours are in accordance with applicable national laws. Suppliers' employees shall receive employment contracts that specify working hours and remuneration. All compensation will be paid without delay, in accordance with applicable national laws and in accordance with local standards, at a fair level that can ensure a humane existence for employees and their families.

Freedom of Association and the Right to Collective Bargaining

Suppliers must respect the right of their employees to form and join unions and employee representation organizations and to conduct collective bargaining under the applicable laws and ILO conventions. Where this right is limited by local laws, alternative legally compliant possibilities for employee representation should be encouraged.

Respect for Local Communities and Indigenous Peoples

Suppliers must be committed to avoiding all negative physical, social and environmental impacts and risks to local communities and indigenous peoples. These include, in particular, harmful air, soil and water pollution and the illegal deprivation of land used to secure the livelihoods of people. Suppliers must recognize the special living conditions and rights of indigenous peoples and take into account the concerns and expectations of the communities in which they work and live.

Engagement or Use of Private or Public Security Forces

In accordance with Global Compact standards, suppliers shall undertake to conduct a background check of employees prior to hiring security personnel or engaging security service providers, thus excluding prior involvement in human rights violations and/or excessive use of force. Suppliers must have procedures in place to investigate potential security incidents involving the use of force.

Complaints Process

Suppliers shall establish a complaints process at an operational level that will allow concerns and potential violations of this Supplier Code of Conduct to be reported anonymously in order to protect the whistleblower's identity and to avoid possible reprisals.

In addition, suppliers shall inform employees about and encourage their employees and suppliers to contact E.ON's external whistleblower hotline to anonymously report concerns and potential violations of this Supplier Code of Conduct. Further details about the system and contact details are given on the www.eon.com/en/about-us/compliance/whistleblower.html webpage.



Governance Standards

Compliance with Applicable Laws

Suppliers shall comply with the laws and regulations of the applicable legal system.

Compliance with Antitrust Law and Commitment to Free Competition

Suppliers shall comply with the applicable antitrust laws. E.ON expects its suppliers to advocate for free competition and transparent markets and to combat unfair, non-transparent and restricted competition. To this end, they shall take appropriate preventive measures and shall not participate in price, market or supply agreements, nor in the division of markets or customers.

Anti-Corruption

Suppliers shall counteract corruption in all forms and ensure that personal relationships do not affect business activities. They will not grant or promise any benefits to government officials or private sector counterparts to influence official actions or to obtain an unfair advantage. This also includes refraining from granting or accepting improper facilitation payments.

Compliance with Trade and Capital Market Regulations

Suppliers shall comply with applicable national and international sanctions regulations, embargoes and other legal foreign trade restrictions, as well as energy trade regulations. They will also comply with all applicable national and international capital market rules.

Money Laundering and Financing Terrorism

Suppliers will not directly or indirectly promote money laundering and the financing of terrorism. They will take appropriate preventive measures to combat money laundering and the financing of terrorism.

Suppliers will also ensure that their supply chain does not promote money laundering and the financing of terrorism.

Data Protection

Our suppliers must ensure that personal data is handled carefully.

Conflicts of Interest

Suppliers will ensure—unsolicited—that there is no conflict of interest between them and E.ON, or that conflicts of interest are in all cases remedied and reported to E.ON once they have been discovered. Suppliers will prevent the appearance of a conflict of interest.



E.ON reserves the right to investigate compliance with the Supplier Code of Conduct by means of self-disclosure, information from third parties, presentation of certificates and (by agreement with the supplier) on-site audits.

If a supplier does not comply with a standard encompassed by the Supplier Code of Conduct, it is expected that they will take immediate corrective action and communicate the relevant circumstances to E.ON unsolicited and in full. If the violation is such that the Supplier cannot terminate it at short notice, they must immediately draw up and implement a concrete action plan to terminate or minimize the violation. If a supplier does not meet all the standards set out in the Supplier Code of Conduct, E.ON is generally willing to work together with its suppliers to improve compliance on a voluntarily basis. In all cases, E.ON reserves the right to terminate or suspend its contracts with suppliers who demonstrably fail to comply with the Supplier Code of Conduct. This also applies to cases where a joint solution has already been initiated on a voluntary basis.

Our suppliers must also require their subcontractors to comply with the standards of this Supplier Code of Conduct. They are required to immediately address relevant events in their supply chain openly with E.ON and to take a proactive approach as soon as possible. In the event of a suspected violation in the supply chain, the supplier is required to provide E.ON with the details of the commissioned subcontractor and, if necessary, to establish contact with them.

We

(name of the company),
herewith confirm to comply with the above principles.

Place/Date

Signature



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