

# CODE OF CONDUCT FOR CONTRACTORS AND SUPPLIERS

## “Supplier Code of Conduct”

Nordex SE and the group of companies headed by Nordex SE in its capacity as ultimate parent company (altogether referred to as “Nordex Group”) are bound by the principles of compliance, integrity and ethical behavior. They and their employees are strictly bound to adhere to the Nordex Group Code of Conduct, the relevant Nordex Guidelines as well as to the principles of the United Nations Global Compact Initiative (UN Global Compact Initiative).

Nordex expects also from its Contractors / Suppliers (hereinafter “Supplier”) – throughout its complete business relationship to them – integrity and ethical lawabiding behavior as well as strict adherence to the principals set out in particular by the UN Global Compact Initiative and the standards set out herein below with regard to:

### **(i) Business Integrity**

- to comply with all applicable laws and regulations;
- to not tolerate, permit or engage in bribery, corruption or unethical practices;
- to support fair competition and avoid conflicts of interest.

### **(ii) Health & Safety, Security, Quality, Environment**

- to maintain a suitable and systematic approach to HSE, Quality and Environmental management (e.g. in accordance with OHSAS 18001, ISO 9001, ISO 14001 or national equivalent), designed to ensure compliance with all applicable laws and regulations and to achieve continuous performance improvement.

### **(iii) Labor and Human Rights**

- to prohibit and refrain from use of any kind of child labour;
- to not use compulsory, forced or prison labour;
- to comply with all applicable laws and regulations on freedom of association and collective bargaining;
- to promote equal opportunities and equal treatment;
- to not tolerate discrimination, harassment or retaliation;
- to fully comply with the applicable national statute on working time;
- to provide fair remuneration in line with the applicable national statute.

#### (iv) Conflict Minerals

- to assess the usage of conflict minerals (identified by EU regulations, currently tantalum, tin, tungsten and gold) and investigate if they are sourced from conflict-affected or other high-risk areas (CAHRAs);
- to establish due diligence measures to ensure the compliance with regulatory requirements and to ensure that the sourcing of the minerals does not directly or indirectly finance or benefit armed groups in CAHRAs or is not connected to abuses of international law, including human rights violations or environmental infringements.

#### (v) Social Performance

- to respect neighbors and contribute positively to the societies in which Supplier operates.

#### (vi) Supply Chain

- Nordex expects from its Suppliers that they ascertain that also their own subcontractors and suppliers comply with the said principles set out hereinabove. In addition, hereto and irrespective of different products, services, markets, regions or processes rendered or to be rendered, the principal factors for Supplier assessment and evaluation at Nordex are always cost, quality, reliability, innovation and sustainability.

Nordex reserves its right to change or supplement the requirements of this Code of Conduct due to changes of the Nordex Compliance Program.

#### Information on the Whistleblowing System of the Nordex Group

The employees of our business partners can submit and discuss information regarding misconduct or maladministration in connection with the Nordex Group's business activities via the whistleblower system "**notify!**"

The following contact options are available to the employees of our business partners:

- **Compliance Helpdesk:**

Contact Corporate Compliance by telephone (+49 40 30030 3030), email (Compliance@nordex-online.com) or post (Nordex SE, Corporate Compliance, Langenhorner Chaussee 600, 22419 Hamburg / Germany).

- **Compliance Web Channel:**

Submission of information and communication with Corporate Compliance via an Internet-based platform that can be accessed 24 / 7 in all Nordex languages from any computer with an Internet connection. It is also possible to make an anonymous statement and communicate with Corporate Compliance (<https://nordex.whistleblownetwork.net>).

The issue will be treated confidentially and, if requested, anonymously. No one will suffer disadvantages due to information provided in good faith on misconduct by third parties.

Further information can be found on the Internet (<http://www.nordex-online.com>) under "Compliance".