

Business Practices



BKW Group¹ Code of Conduct for Suppliers

Sustainability in terms of economical, ecological and social responsibility is a key success factor for BKW, and as such is a cornerstone of Groupwide procurement management.

Responsible procurement and compliance with the law are the fundamental principles underlying our strategy for purchasing goods and services.

This Code of Conduct is based on international standards and sets out the requirements we expect our suppliers, their representatives, subcontractors and employees to meet. Companies are required to apply these criteria in turn to others in the supply chain, and to ensure that they are met.

BKW abides by the same principles in its own day-to-day business operations. This applies particularly to BKW in its capacity as a provider of goods and services. For BKW employees, these principles are laid down in the overarching procurement policy, the procurement strategy, the BKW Code of Conduct, and the internal directives and guidelines.

Compliance with the law

The supplier must ensure that

- the laws in the applicable jurisdiction are observed;
- corruption or bribery in any form whatsoever is not tolerated. This also covers any form of benefits and gratuities that influence the decision-making process;
- the rules of fair competition are observed and that the law on cartels as well as legislation against unfair competition are complied with;
- the intellectual property of third parties is protected.

Safeguarding the basic rights of employees

The supplier must take steps to ensure that

- human rights are respected and adhered to within its own sphere of influence;
- employees are treated equally regardless of gender, nationality, sexual orientation, religious denomination, origin, skin colour or any other personal characteristics,

and that equal opportunities are promoted;

- employees are compensated appropriately and that they receive at least the legally defined national minimum wage as well as the allowances and benefits applicable in the region;
- the maximum weekly working hours, rest periods and breaks comply with national legislation as well as binding industry standards;
- workplace health and safety are assured at least at the level defined by national legislation, and that precautionary measures are taken against work-related accident and illness;
- under no circumstances are individuals engaged in forced or compulsory labour or persons employed who are unable to prove that they are of at least the minimum age defined in the International Labour Organisation's Conventions 138 and 182;
- employees' right of free assembly is recognised under the applicable law.

¹ The BKW Group comprises BKW AG and its Group companies. In order to make this report easier to read, the Group will be referred to as BKW. Where the text relates specifically to BKW AG or BKW Energy Ltd., this is expressly mentioned.

Environmental protection

The supplier should exercise responsibility towards the environment and sustainability by

- monitoring and minimising resource consumption, emissions and waste production, and continually improving its measures to protect the environment;
- observing the limits and regulations governing the management of hazardous or harmful materials and substances and implementing accident prevention and accident management measures.

Implementation

On request, the supplier must provide BKW with proof of compliance with the Code of Conduct.

Suppliers must report any known or suspected breaches of guidelines, laws or the BKW Suppliers' Code. Your first point of contact is the BKW contact person. Alternatively, you can also report to the Compliance reporting office www.bkms-system.ch/coricos

By signing this document, the supplier confirms that the contents of the BKW Code of Conduct for Suppliers have been read and that the requirements therein are fulfilled.

Place / date

Company / signature