



BKW Group Code of Conduct for Suppliers



Sustainability in terms of our ecological, economic and social responsibilities is important to the BKW Group's¹ success and a cornerstone of the Group-wide procurement strategy.

Introduction	2
Ethics	2
Employment law and human rights	3
Environment	4
Implementation and duty to provide evidence	5
Ombudsman	5
Non-fulfilment	5
Declaration of compliance	5
Appendix 1	6
Appendix 2	6

¹ The BKW Group comprises BKW AG and its Group companies. For better readability, the Group will be referred to below as BKW.

Introduction

Procuring goods and services responsibly and complying with laws are among the basic principles of our procurement strategy. BKW wants to procure goods and services sustainably and work with suppliers and contractual partners that ensure economic, social and environmental sustainability.

The current Code of Conduct for Suppliers is based on the 2030 Agenda Sustainable Development Goals (SDGs) of the United Nations, on the core conventions of the International Labour Organization (ILO) and on other internationally recognised conventions on environmental protection (see appendices).

The Code of Conduct covers our minimum expectations of our suppliers and their representatives, sub-suppliers, subcontractors and employees. We ask that our suppliers pass these expectations on to the relevant parties and ensure compliance.

BKW upholds the same principles in its own operations. This applies in particular when BKW is a supplier of goods and services. BKW employees uphold these principles through the general Procurement Policy, the procurement strategy, BKW's Code of Conduct, and through internal directives and guidelines.

Ethics

Our suppliers ensure...

- compliance with the laws of the applicable legal system.
- that any and all forms of corruption and bribery are rejected. This also includes any form of preferential treatment or benefit with the aim of influencing decisions.
- compliance with laws against illegal employment.
- compliance with laws on fair competition, antitrust laws and laws against unfair competition.
- that third-party intellectual property rights are respected.



Employment law and human rights

Our suppliers ensure...

- that they treat their employees equally regardless of gender, nationality, sexuality, religion, origin, race and other personal characteristics and promote equal opportunity.
- that human rights are respected and complied with in their own area of influence.
- that, for services performed abroad by the company itself or by its sub-suppliers, the core conventions of the International Labour Organization (ILO) are complied with as a minimum.
- the health and safety of their employees by complying with regulatory limits and safety precautions and by offering corresponding education and training.
- compliance with the applicable wage and working conditions under collective labour agreements, standard employment contracts and, in the absence thereof, the customary local and professional regulations.
- that their employees are remunerated fairly and receive the statutory minimum wage as well as the current support contributions for the region.
- equal pay for women and men.
- that maximum weekly working hours, rest periods and breaks correspond to national legislation and the binding industry standards.
- that people are not employed in forced or compulsory labour under any circumstances.
- that employees can demonstrate a minimum age in accordance with Conventions 138 and 182 of the International Labour Organization (ILO).
- recognition of their employees' freedom of association in accordance with the applicable law.



Environment

Our suppliers protect the environment by...

- complying with limits and regulations regarding the handling of hazardous substances.
- taking measures to avoid and manage accidents.
- training employees on how to handle hazardous substances.
- monitoring and minimising the use of resources (such as water, soil, energy, surface area, biodiversity), emissions and waste production.
- continually improving environmental protection.
- complying with the legal regulations on environmental protection and on conserving natural resources applicable on the site of service delivery, as a minimum. In Switzerland, this includes the provisions of Swiss environmental law, and abroad, the international conventions on environmental protection as referred to by the Federal Council.
- handling non-renewable resources as efficiently as possible or even avoiding their use.
- ensuring that environmentally harmful products are handled and disposed of safely.
- training employees on environment-related activities. This includes the procurement, use and disposal of environmentally harmful products.
- as a production site, developing and constructing assemblies in an environmentally and recycling-friendly manner.



Implementation and duty to provide evidence

BKW reserves the right to perform checks and audits on its suppliers and to review their compliance with the Code of Conduct for Suppliers. The relevant parties will cover the costs incurred for the audits. On request, suppliers will provide BKW information that demonstrates their compliance with the Code of Conduct. In particular, suppliers must be transparent in informing BKW if they are completely or partially unable to comply with aspects of this Code.

Ombudsman

Suppliers must immediately report to BKW any known or suspected breaches of guidelines, laws or the BKW Code of Conduct for Suppliers. The first point of contact is the relevant BKW contact. Alternatively, our suppliers can also submit a report to the compliance reporting office.



Compliance reporting office
www.bkms-system.ch/coricos

Non-fulfilment

If the declaration of compliance with the Code of Conduct for Suppliers is not fulfilled, BKW reserves the right to request specific measures, revoke an awarded contract, terminate a concluded contract early and/or discontinue future orders and services. The supplier cannot derive any claims as a result. If applicable, the business relationship will be terminated.

Declaration of compliance

By signing the document, the supplier confirms that it has read the contents of the Code of Conduct for Suppliers and will observe and/or comply with the requirements stated therein.

Place/date

Company/signature

BKW Energie AG
 Viktoriaplatz 2
 3013 Bern
www.bkw.ch/en

Your contact
 Telephone 0844 121 113
 Fax 0844 121 114
www.bkw.ch/en/contact

Last updated
 May 2021

Appendix 1

ILO core conventions

- Convention no. 29 of 28 June 1930 concerning Forced or Compulsory Labour (SR 0.822.713.9);
- Convention no. 87 of 9 July 1948 concerning Freedom of Association and Protection of the Right to Organise (SR 0.822.719.7);
- Convention no. 98 of 1 July 1949 concerning the Right to Organise and Collective Bargaining (SR 0.822.719.9);
- Convention no. 100 of 29 June 1951 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (SR 0.822.720.0);
- Convention no. 105 of 25 June 1957 concerning the Abolition of Forced Labour (SR 0.822.720.5);
- Convention no. 111 of 25 June 1958 concerning Discrimination in Respect of Employment and Occupation (SR 0.822.721.1);
- Convention no. 138 of 26 June 1973 concerning Minimum Age for Admission to Employment (SR 0.822.723.8);
- Convention no. 182 of 17 June 1999 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (SR 0.822.728.2).

Appendix 2

Relevant conventions on the protection of the environment and natural resources

- Convention no. 29 of 28 June 1930 concerning Forced or Compulsory Labour (SR 0.822.713.9);
- Convention no. 87 of 9 July 1948 concerning Freedom of Association and Protection of the Right to Organise (SR 0.822.719.7);
- Convention no. 98 of 1 July 1949 concerning the Right to Organise and Collective Bargaining (SR 0.822.719.9);
- Convention no. 100 of 29 June 1951 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (SR 0.822.720.0);
- Convention no. 105 of 25 June 1957 concerning the Abolition of Forced Labour (SR 0.822.720.5);
- Convention no. 111 of 25 June 1958 concerning Discrimination in Respect of Employment and Occupation (SR 0.822.721.1);
- Convention no. 138 of 26 June 1973 concerning Minimum Age for Admission to Employment (SR 0.822.723.8);
- Convention no. 182 of 17 June 1999 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (SR 0.822.728.2).