

An aerial photograph of a two-lane road with a white truck driving on the right side. The road is flanked by dense green trees and vegetation. The text "Supplier Code of Conduct" is overlaid on the left side of the road.

Supplier Code of Conduct

V.1 – November 2022

Supplier Code of Conduct

Preface

As a global leader in the fuel cell industry, Blue World Technologies believes that it is important to behave in a socially and ethically exemplary way. As a global company operating across cultures and traditions, in a wide range of jurisdictions with their own laws and regulations, we are dedicated to introducing and fostering sustainable business practices. As an important part of our journey to achieve this, we are committed to developing a culture that supports and respects global human rights, labour rights and environmental best practices. We believe that we are responsible for the people who take part in the production and support of our products and services at our suppliers worldwide. We believe that people whose work contributes to our success should not be deprived of their basic human rights.

Purpose

Just as we have formalised an internal standard of good practice in a formal Code of Conduct, we have a Supplier Code of Conduct that establishes related requirements for all our suppliers. We expect them to share our approach to ethics, human rights, and protecting the environment and as a result, comply with our Supplier Code of Conduct.

Legal requirements

All of our suppliers must, in all activities, comply with national and regional statutory requirements in the countries in which they are operating. Should any of the requirements stated in this document be in violation of the law in any country or territory, the local law should always take precedence. Blue world bases its supplier CoC on the international frames defined through the OECD Guidance for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the ILO declarations on Fundamental Principles and Rights at Work. Blue World expects of its suppliers to be compliant with the minimum guarantees defined herein.

Workers' rights

Basic human rights

Anyone who works directly or indirectly for Blue World Technologies should be entitled to his or her basic human rights.

Blue World does not accept the use of forced labour, prisoners, or illegal workers. If foreign workers are employed on a contract basis, they should never be required to remain in employment against their will.

We do not accept that workers are subject to corporal punishment, mental or physical disciplinary action, or harassment. Dismissal of female workers due to pregnancy is not acceptable. We recommend that all workers are free to join associations of their own choosing and have the right to bargain collectively peacefully and lawfully.

No worker should be discriminated against because of age, race, gender, religion, sexual orientation, marital or maternity status, political opinion, or ethnic background. We expect that all workers with the same experience and qualifications receive equal pay for equal work.

Wages and working hours

Legislated minimum wages should be a minimum, rather than a recommended level. Wages should be paid regularly and on time. A normal workweek must not exceed the legal hourly limit, and all overtime work should be properly compensated.

Workers should be granted stipulated annual leave; sick leave and maternity/paternity leave without any form of repercussions.

Safety

Blue World expects of our suppliers that the safety of staff is a key priority, and we expect that suppliers are addressing health and safety (H&S) in a structured way using industry best practices. This includes, but is not limited to, tracking of incidents and accidents and the implementation of preventive measures, continuous improvement of the working environment, limiting direct contact with hazardous materials and making sure that legal regulations/instructions by authorities and safety guidelines are followed rigorously.

Building and fire safety

Blue World requires that worker safety is always a priority concern. Buildings must have clearly marked exits, and emergency exits on all floors. We recommend that all exit doors should open outwards. Exits should not be blocked and should be visible. All workers shall be informed of the safety

arrangements. An evacuation plan should be displayed on every floor of a building and the fire alarm should be tested regularly. Regular evacuation drills are recommended.

First aid

First aid equipment must be available in a building, and at least one person in each department should be trained in basic first aid. The employer should cover the costs (not covered by social security) of medical care for injuries incurred on their premises.

Workplace conditions

It is important for all workers' well-being, that chemicals are handled in a safe and correct way. All chemicals shall be marked and labelled in the correct way. Training and instructions for handling chemicals must be performed and workers must have adequate body protection.

The temperature and noise level of the work environment should be tolerable. Ventilation should be adequate. Lighting should be sufficient for the work performed.

The workplace should have an adequate number of clean sanitary facilities. Workers should have access to these facilities without unreasonable restrictions.

Housing conditions

Where housing facilities for staff are provided, we require that workers' safety is a priority concern. The recommended safety and workplace conditions described above are applicable to these housing facilities. All workers should be provided with their own individual beds, and the living space per worker must meet the minimum legal requirement.

Fire alarms, fire extinguishers, unobstructed emergency exits, and evacuation drills are of particular importance in dormitory areas.

Child labour

Definition of child

A child in this context is a person younger than 15 years of age, or 14 years of age in accordance with the exceptions for developing countries as set out in Article 2.4 in the ILO Convention No. 138 on Minimum Age.

Child labour code

Blue World Technologies base our child labour code on the UN Convention on the Rights of the Child, article 32.1.

Enforcement of our child labour code

Blue World will discontinue cooperation with any party that persists in non-compliance with our child labour code.

Apprenticeship programs

Blue World accepts apprenticeship programs for children between the ages of 12 and 15 years in countries where the law permits such programs, but only under certain conditions. The total number of hours spent on light work and school together should never exceed seven hours per day. The employer must be able to prove that work is not interfering with the child's education, that the apprenticeship is limited to a few hours per day, that the work is light and clearly aimed at training, and that the child is properly compensated. We will not accept apprenticeship programs that do not comply with these terms.

Special recommendations

Blue World acknowledges that according to Article 1 of the UN Convention on the Rights of the Child, a person is a child until the age of 18. We, therefore, recommend that children in the age group 15-18 be treated accordingly, i.e., by limiting the total number of working hours per day and implementing appropriate rules for overtime. Children in this age group are not allowed to perform hazardous work.

Environment

The environment is of increasing concern globally and Blue World Technologies expects our suppliers to comply with applicable environmental laws and regulations and fulfil the terms of Blue World's environmental requirements. We expect that our suppliers proactively manage their activities which could have an adverse effect on the environment if not managed properly such as the use of energy and water, emissions waste etc. Blue World will actively strive to support our suppliers in their 'green transition'.

Environmental risk management should as a minimum include mapping of the major risks and implementation of risk mitigation actions.

Business Ethics

Blue World Technologies operates in many different countries and across cultures, traditions, local laws, and regulations and has a strong commitment to developing and maintaining good business ethics. We also expect this commitment from our suppliers.

Anti-bribery

Any form of bribery is strictly prohibited. Suppliers shall not solicit, accept, offer, or pay bribes or facilitation payments during the performance of their business dealings.

Confidentiality, data protection and data security

Suppliers shall: Ensure that confidential information or personal data provided by Blue World and others on behalf of Blue World is used solely as explicitly permitted and in accordance with applicable laws and regulations.

Intellectual property rights

Suppliers shall ensure that the intellectual property of Blue World and other third parties, including but not limited to copyrights, patents, designs, and trademarks is protected at all times.

Entertainment, travel, gifts, and personal benefits

Suppliers must only offer entertainment, gifts, and personal benefits to Blue World employees if they meet all the following criteria:

- The entertainment, gifts, and personal benefits are compliant with local customs and usual business practices and the entertainment, gifts, and personal benefits would not seem inappropriate if disclosed publicly.
- the entertainment, gifts, and personal benefits cannot be construed as a bribe, or otherwise given in exchange for a service.
- the entertainment, gifts, and personal benefits do not violate any laws, regulations, or internal rules of the supplier.

Export and import

Suppliers shall comply with all applicable export, re-export, and import laws and regulations. Blue World Technologies expects of its suppliers that they are operating in respect and in compliance with the national and international conventions of export and control. Any non-compliance may cause sanctions accordingly.

Monitoring and enforcement

The principle of trust and cooperation

Blue World expect all our workers, suppliers and supplier's subcontractors to respect our Supplier Code of Conduct and to actively do their utmost to meet or exceed the standards set forth. We are prepared to cooperate with our suppliers to achieve adequate solutions. We are also prepared to take cultural differences and other relevant factors into consideration, but we will not compromise on the fundamental requirements described in this document.

Monitoring

We expect suppliers to have the necessary procedures and systems in place to monitor the compliance and enforce the compliance of this Code of Conduct.

Blue World reserves the right to make unannounced visits to sites, where people work directly or indirectly for Blue World. Blue World also reserve the right to let an independent party make inspections.

Enforcement

Compliance with this Code of Conduct is of utmost importance to Blue World and therefore immediate mitigating actions will be required from suppliers in case a supplier is not in compliance herewith. If a supplier fails to remedy the situation or fails to have an acceptable plan in place with proper corrective actions, Blue World will seek to replace the supplier and/or discontinue the collaboration with the supplier.

The latest updated version of this Supplier Code of Conduct is made available on <https://www.blue.world/supplier/> and is further referenced in our standard Purchase Orders and Supply/Supplier Agreements.

This document has been prepared by Blue World Technologies' Procurement Department and Sustainability Department. Questions can be addressed to sourcing@blue.world.