

EVN Group Corporate Social Responsibility Clause

The Supplier (Contractor) has taken cognizance of the following integrity clauses, to which the EVN Group is also committed, and shall take them into consideration when rendering its deliveries /services. The Buyer is entitled to revise the content of these duties at any time. In case of violation, the Buyer is entitled to request negotiations in order to re-establish the contractual conditions. If the Supplier (Contractor) fails to comply with this request within one month or does not desist from or correct the ascertained breach of contract amicably or within a reasonable period of time, the Buyer is entitled to terminate the contract with immediate effect. If the Supplier (Contractor) refuses or prevents such revisions from being carried out, the Buyer is likewise entitled to terminate the contract with immediate effect. Furthermore, the Supplier (Contractor) undertakes to make the following principles and policies binding upon its upstream suppliers and subcontractors.

1. **Respect of human rights.** Our Suppliers (Contractors) and subcontractors are expected to recognize and uphold the United Nations Declaration on Human Rights and to ensure that they are not involved in violations of the human rights.
2. **No child labor or forced labor.** During the manufacture of their products and provision of their services, our Suppliers (Contractors) and subcontractors undertake not to use or tolerate the use of child labor or forced labor or other involuntary labor, as set out in the Conventions of the International Labor Organization (ILO).
3. **No discrimination or harassment in the workplace.** Each employee shall be treated with respect and dignity. No employee shall be physically, mentally, sexually or verbally harassed, abused or discriminated because of his/her sex, race, religion, age, origins, handicap, sexual orientation or political or ideological views.
4. **Labor and social security laws.** Our Suppliers (Contractors) and their subcontractors undertake to abide by the labor and social security laws that apply in each country when implementing contracts.
5. **Right of assembly and strike.** The persons employed by our Suppliers (Contractors) and their subcontractors should be granted the right to participate in assemblies and strikes in accordance with the laws of the country where they work, without having to fear any possible consequences.
6. **Transparency as regards of working hours and remuneration.** Working hours shall be in line with applicable laws. The persons employed by our Suppliers (Contractors) and subcontractors shall receive employment contracts in which working hours and remuneration have been laid down.
7. **Safety and health in the workplace.** Our Suppliers (Contractors) and their subcontractors must ensure that safety and health are guaranteed for their employees in the workplace while observing any applicable laws and regulations. Free access to drinking water, sanitary facilities, appropriate fire prevention equipment, lighting, ventilation and, if necessary, suitable personal protective equipment must be provided. Employees shall be trained in the correct use of protective equipment and in general safety rules.
8. **High ethical standards.** We expect our Suppliers (Contractors) and their subcontractors to attach a high degree of importance to business ethics, to abide by prevailing national laws (in particular labor, competition, anti-trust and consumer laws) and to refrain from engaging or participating in corruption, bribery, deceit or blackmail.
9. **Transparent business relationships.** Our Suppliers (Contractors) and their subcontractors shall abstain from offering, requesting, granting or accepting any gifts, payments or other comparable advantages or gratuities that might induce someone to violate his/her duties.
10. **Protection of the environment.** We expect our Suppliers (Contractors) and their subcontractors to observe all applicable laws and regulations concerning the protection of the environment when carrying out their entrepreneurial activities and to pay proper attention to economic, ecological and social aspects when rendering their services/deliveries and thus not lose sight of the importance of sustainable development.

11. **Reduction in the use of resources, waste and emissions.** The continuous improvement in the efficiency of how resources are used is an important part of management and business running. Our contractors and their subcontractors shall minimize waste of any sort and discharges and emissions into the air, water and ground.

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