This Code of Conduct defines the basic requirements placed on Suppliers and Third Party Intermediaries of Siemens Gamesa Renewable Energy (SGRE) Group of Companies concerning their responsibilities towards their stakeholders and the environment. SGRE reserves the right to reasonably change the requirements of this Code of Conduct in line with any changes to its Compliance Program. In such an event, SGRE considers any revised versions of the Code of Conduct as accepted and without requiring new signatures from the supplier. SGRE is entitled to conduct inspections in order to verify compliance with this Code of Conduct.

The supplier and/or third party intermediary declare herewith to:

**Human Rights**

- Respect the protection of internationally proclaimed human rights and avoid complicity with human rights abuses.

**Non-discrimination**

- Refuse to tolerate any unacceptable treatment of individuals such as mental cruelty, sexual harassment or discrimination including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.
- Promote equal opportunities and treatment of employees, irrespective of skin color, race, nationality, ethnicity, political affiliation, social background, disabilities, sexual orientation, marital status, religious conviction, gender or age.

**Respect for Cultures & Communities**

- Help foster economic and social development of local communities and ensure full respect for the human rights, dignity, aspirations, culture, and natural resource-based livelihoods in areas in which operations are made.

**Fair Operating Practices**

**Legal Compliance**

- Comply with the laws of the applicable legal systems.

**Anti-corruption and bribery**

- Maintain zero tolerance for any form of corruption, extortion or bribery.
- Forgo directly or indirectly offering or granting and requesting or accepting anything of value to government officials or to a counterparty in the private sector with intentions to influence official action or obtain an improper advantage.
- Act in accordance with national and international competition laws and refrain from participating in price fixing, market or customer allocation, market sharing or bid rigging with competitors.
- Avoid all conflicts of interest that may adversely influence business relationships.

**Fair Treatment and Supply Chain**

- Respect the intellectual property rights of others.
- Notify and promote using reasonable efforts among its suppliers compliance with this Code of Conduct.
- Comply with the principles of non-discrimination with regard to supplier selection and treatment.
Code of Conduct for Suppliers and Third Party Intermediaries

The supplier and/or third party intermediary declare herewith:

### Labor Practices

**Prohibition of Forced Labor**
- Avoid all forms of forced and compulsory labor and refuse to employ or make anyone work against their will.

**Prohibition of Child Labor**
- Employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, employ no workers under the age of 14.

**Occupational Health & Safety**
- Act in accordance with the applicable statutory and international standards regarding occupational health and safety and provide safe working conditions.
- Establish a reasonable occupational health & safety management system¹.
- Provide training to ensure employees are educated in health & safety issues and have the right to refuse unsafe work.

**Basic Human Rights, Working Hours, Wages & Benefits of employees**
- Respect the personal dignity, privacy and rights of each individual.
- Comply with the maximum number of working hours outlined in the applicable laws.
- Provide fair remuneration and guarantee the applicable national statutory minimum wage.
- Recognize, as far as legally possible, the right of free association and collective bargaining. Neither favor nor discriminate against members of employee organizations or trade unions.

### Environmental Protection

- Act in accordance with the applicable statutory and international standards regarding the environment.
- Establish a reasonable environmental management system¹.

**Conflict Minerals**
- Take reasonable efforts to avoid in its products the use of raw materials which directly or indirectly finance armed groups who violate human rights.

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¹ For further information see www.siemensgamesa.com/en-int/sustainability/suppliers