

Greenray Turbine Solutions are fully committed to conducting business in an ethical and honest manner. This Code of Conduct defines the required minimum standards that we place on our suppliers. As a supplier to Greenray Turbine Solutions, we expect you to uphold these standards as a minimum and make reasonable efforts to communicate these expectations within your own supply chain.

Legal Compliance

We consider legal compliance to be one of our primary duties and we are fully committed to complying with the laws of the countries in which we do business. We expect our suppliers to make the same commitment, and to take appropriate actions to ensure compliance with all applicable laws.

Prohibition of Bribery and Corruption

We recognise the damage that bribery and corruption do to individuals, companies, industry, and society, and fully support the UK initiative to tackle these issues directly whilst supporting trade-led international development. We expect our suppliers not to engage in or tolerate any form of bribery and corruption whatsoever. This applies directly to all interaction between those acting on behalf of the suppliers' business and all other parties, including individuals, companies, organisations, public officials, and government.

Prohibition of Child Labour

We expect our suppliers to employ no workers under the minimum school leaving age for the country in which they work, and to employ no workers under the age of 15 years (or minimum of 14 years of age for those in developing countries as specified in ILO Convention 138). We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, and the physical punishment, abuse, or involuntary servitude.

Human Rights of Employees

We expect our suppliers to respect the basic human rights of employees and adhere to the international conventions of the United Nations (UN) and the International Labour Organization (ILO). In summary, we require our suppliers to;

- respect each employee's rights, dignity, and privacy;
- treat employees equally and fairly, irrespective of gender, skin colour, race, nationality, background, disabilities, sexual orientation, religion, political beliefs, and marital/ civil partner status;
- ensure no employee is made to work against his or her free will;
- refuse to tolerate any unfair or unacceptable treatment of employees, including bullying, cruelty, discrimination, or sexual harassment;

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- prohibit any kind of offensive language or behaviour, that is sexual, intimidating, threatening, abusive or unfair;
 - ensure compliance with applicable laws regarding minimum wage and to provide fair remuneration for all employees;
 - ensure the number of working hours does not exceed the maximum defined in applicable laws;
 - neither favour nor discriminate against members of trade unions or other such employee organisations as far as is legally possible.

Health and Safety

We are committed to delivering high standards of performance in the management of the health and safety of our personnel and others who may be affected by our activities. We expect our suppliers to adopt the same approach and take responsibility for the health and safety of their employees. As a minimum, we expect our suppliers to:

- act in accordance with the applicable health and safety legislation, regulations, and codes of practice;
- implement and maintain a reasonable system to manage occupational health & safety;
- ensure employees are reasonably educated and aware of health and safety issues;
- identify hazards and risks and take reasonably practicable actions to eliminate and/ or control them.

Fair Business Practice

We are committed to conducting our business fairly. We expect our suppliers to:

- Adhere to applicable competition laws.
- Respect the intellectual property rights of other parties.
- Avoid conflicts of interest that may inappropriately affect business decisions and relationships.

Environment Protection

We are committed to continually improve our environmental performance and endeavour to minimise the negative impact that our business activities have on our world. We expect our suppliers to take a similarly responsible approach and take actions to:

- comply with the applicable legislation regarding environmental protection;
- minimize environmental pollution;
- reduce and control waste;
- protect natural resources.