

INFORMATION FOR SUPPLIERS



BKW Group Code of Conduct for Suppliers



Sustainability in terms of our ecological, economic and social responsibilities is important to the success of BKW¹ and is a cornerstone of the Group-wide procurement strategy

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¹ The BKW Group comprises BKW AG and its Group companies. For better readability, the Group will be referred to below as BKW. Where the text relates specifically to BKW AG or BKW Energie AG, this is expressly mentioned.

Introduction

Procuring goods and services responsibly and complying with laws are among the basic principles of our procurement strategy. BKW aims to procure goods and services sustainably and work with suppliers and contractual partners

that ensure economic, social and environmental sustainability.

The BKW Group Code of Conduct for Suppliers presented here is based on the BKW Code of Conduct, the United Nations Global Compact and other internationally recognised norms and standards aimed

at protecting people and the environment (ILO) (see Appendix).

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

As a supplier of goods and services, BKW adheres to the same principles. Furthermore, these principles are upheld in various internal directives and guidelines.

Ethics

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 rules for fair competition, antitrust laws and laws against unfair competition.
- that third-party intellectual property rights are respected.



Employment law and human rights

Suppliers are responsible for ensuring ...

- that they treat their employees equally regardless of gender, nationality, sexuality, religion, origin, race and other personal characteristics and promote equal opportunity.
- that they respect and comply with human rights 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.
- employees are adequately remunerated and receive a living wage as well as the support contributions applicable for the region.
- equal pay for women and men.
- that maximum weekly working hours, rest periods and breaks correspond to national legislation and binding industry standards.
- that people are not employed in forced or compulsory labour under any circumstances and are not employed if they are below the minimum age, in accordance with ILO Conventions 138 and 182.
- recognition of their employees' freedom of association in accordance with the applicable law.



Environment

Suppliers protect the environment by ...

- complying with limits and regulations regarding the handling of hazardous substances and 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 and continually improving environmental protection measures.
- 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.
- using 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.
- ensuring environmentally and recycling-friendly production operations in developing and constructing assemblies.



Implementation and duty to provide evidence

BKW reserves the right to perform checks and audits on suppliers and to review their compliance with the Code. The relevant parties will cover the costs incurred for the audits. On request, suppliers will provide BKW with information which 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 report 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, a report can also be submitted to the compliance reporting office:



www.bkms-system.ch/coricos

Non-fulfilment

In the event of a supplier making a false or non-applicable declaration of compliance with the Code of Conduct for Suppliers, BKW reserves the right to: request specific measures, to revoke contracts that have already been awarded, to prematurely terminate contracts that have been concluded for good cause and/or to discontinue future orders and deliveries, without the supplier being entitled to any claims arising from this, and, where necessary, to terminate the business relationship

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/Signatures

BKW Management AG
Procurement Management
Viktoriaplatz 2
CH-3013 Bern

Your contact
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Appendix 1: Core labour standards of the International Labour Organisation (ILO)

- 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

- Vienna Convention of 22 March 1985 for the Protection of the Ozone Layer (SR 0.814.02) and the Montreal Protocol of 16 September 1987 on Substances that Deplete the Ozone Layer (SR 0.814.021) concluded within the framework of said Vienna Convention
- Basel Convention of 22 March 1989 on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal (SR 0.814.05)
- Stockholm Convention of 22 May 2001 on Persistent Organic Pollutants (SR 0.814.03)
- Rotterdam Convention of 10 September 1998 on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade (SR 0.916.21)
- Convention on Biological Diversity of 5 June 1992 (SR 0.451.43)
- United Nations Framework Convention on Climate Change of 9 May 1992 (SR 0.814.01)
- Convention of 3 March 1973 on International Trade in Endangered Species of Wild Fauna and Flora (SR 0.453)
- Convention of 13 November 1979 on Long-Range Transboundary Air Pollution (SR 0.814.32) and the eight specific protocols to the Convention ratified by Switzerland