

Code of Conduct for Suppliers and Third Party Intermediaries

HydrogenPro

This Code of Conduct defines the basic requirements placed on HydrogenPro suppliers, contractors, sub-suppliers, subcontractors, consultants, and business partners (the “Supplier”) concerning their responsibilities towards their stakeholders and the environment. HydrogenPro reserves the right to reasonably change the requirements of this Code of Conduct due to changes of the HydrogenPro Compliance Program. In such event HydrogenPro expects the Supplier to accept such changes.

1 Legal compliance

The Supplier must conduct its own business in accordance with all applicable laws of the applicable legal systems.

2 Anti-Corruption and Bribery

The Supplier shall not tolerate, endorse or engage directly or indirectly in any form of corruption or bribery. The Supplier shall not grant, offer or promise anything of value, or any other undue advantage, to a government official or to a representative for any person, entity or organisation in the private sector, in connection with a position, assignment or office. The Supplier shall implement effective systems in order to ensure compliance with all applicable regulations for combating money laundering and terrorist financing

3. Fair competition, anti-trust laws and intellectual property rights

The Supplier shall act in accordance with national and international competition laws and not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors.

The Supplier shall respect the intellectual property rights of others.

4. Conflicts of interest

The Supplier shall avoid all conflicts of interest that may adversely influence business relationships.

5. Human rights and Working Conditions

HydrogenPro is committed to ensuring that its business is performed in a responsible, ethical and environmentally sound manner. HydrogenPro is strongly committed to respecting human and labour rights throughout the entire supply chain. Specifically, HydrogenPro is committed to complying with the following human rights covenants and conventions:

- (i) United Nation's Universal Declaration of Human Rights;
- (ii) International Covenant on Economic, Social and Cultural Rights;
- (iii) International Covenant on Civil and Political Rights; and
- (iv) International Labour Organization's core conventions and requires its Suppliers to do the same.

5.1 Non-Discrimination and Fair Treatment

The Supplier shall treat everyone with dignity and respect, promote equal opportunities for and treatment of its employees and conduct their activities without discrimination on the basis of race, ethnicity, national or other origin, disability, age, gender, sexual orientation, language or religion.

The Supplier shall respect the personal dignity, privacy and rights of each individual.

The Supplier shall refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination.

The Supplier shall prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

5.2 Working Hours and Wages

The Supplier shall provide fair remuneration. Workers must be paid at least the minimum legal wage. Suppliers shall provide employees with benefits that comply with applicable laws and any applicable collective bargaining agreements.

The Supplier shall comply with the maximum number of working hours laid down in the applicable laws.

The Supplier shall recognize, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organizations or trade unions.

5.3 Prohibition of Child Labour and Forced Labour

The Supplier is strictly prohibited from using child labour or forced or involuntary labour of any kind. The Supplier must not employ workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

The Supplier must not engage in or tolerate human trafficking or any form of physical or mental coercion, including threatened restrictions on movement, confiscation of identity documents and/or passports, withholding of wages, abusive working conditions, debt bondage or any other kind of exploitation or abuse.

5.4 Health and Safety

The Supplier shall take responsibility for the health and safety of its employees.

The Supplier must comply with all government and regulatory health and safety requirements and specifications.

Suppliers are responsible for ensuring that their operations are conducted safely. Suppliers shall observe all safety rules and practices and follow instructions concerning safe and efficient work practices. The Supplier shall control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases and ensure that potential exposure to safety hazards, such as machines, equipment or substances, or other chemical, biological or physical agents, are identified, assessed and controlled through proper design and/or preventative maintenance and safe work procedures.

The Supplier shall provide training and ensure that employees are educated in health and safety issues. The Supplier shall make safety information available in order to educate, train, and protect individuals from safety hazards.

The Supplier shall set up or use a reasonable occupational health & safety management system. The Supplier shall have adequate emergency preparedness procedures in place in order to identify and assess potential emergency situations. Emergency plans, fire safety and response procedures shall be implemented in accordance with applicable law.

6. Environmental Protection

The Supplier shall act in accordance with the applicable statutory and international standards regarding environmental protection.

The Supplier shall minimize environmental pollution and make continuous improvements in environmental protection.

The Supplier shall set up or use a reasonable environmental management system.

7. Supply Chain

The Supplier shall use reasonable efforts to promote among its supplier's compliance with this Code of Conduct.

The Supplier shall comply with the principles of non discrimination with regard to supplier selection and treatment.

8. Conflict Minerals

The Supplier shall take reasonable efforts to avoid in its products the use of raw materials which directly or indirectly finance armed groups who violate human rights.

9. Compliance and Sanctions

The Supplier shall seek reciprocal commitments from their partners, and perform IDD's on the Suppliers that are part of HydrogenPro's supply chain. Risk based IDD's should be performed in such areas as anti-corruption, sanctions and respect of human and labour rights.

The Supplier shall report any suspicion of misconduct or activity in breach with the principles in this Code of Conduct, and shall implement such measures as is necessary to end the non-compliant activity and/or remedy any negative effect of such activity. If the Supplier fails to take such steps, HydrogenPro may terminate the business relationship with the Supplier.

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