



SUPPLIER CODE OF CONDUCT



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A SUSTAINABLE FUTURE

INTRODUCTION

As an enabler of positive change, Tevva is determined to help our customers, suppliers and other stakeholders make the move to a greener future with us. This is underlined by Tevva's mission statement: "We do technology because it matters and makes a difference to humanity". That 'difference' means, above all, a planet that is healthier, fairer, safer and more sustainable.

Tevva's core values are underpinned by the qualities "empathy, inspiration and authenticity".

We passionately encourage empathy, both towards the environment and one another. We seek to inspire others to make a positive impact on the world around us and to always be authentic when taking the fight to climate change. These qualities accentuate who we are as a company and what we expect from those we do business with. Our pursuit of a sustainable future includes partners and suppliers who play a significant role in that goal.

Tevva's Supplier Code of Conduct (herewith referred to as the 'Code') has been created to ensure suppliers' observance of Tevva's expectations regarding:

- ▶ Human rights and labour conditions
- ▶ Health and safety
- ▶ Environmental performance
- ▶ Business ethics.

The Code sets out our expectations for suppliers, i.e., minimum requirements related to acceptable practices and behaviour. Additionally, it outlines further suggestions for businesses to adopt practices that go beyond the very minimum.*

* The code aligns with international standards and customs, such as the Ten Principles of the UN Global Compact, International Bill of Human Rights, the International Labour Organisation (ILO) Fundamental Principles and Rights at work, and the Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain.

SCOPE, MONITORING AND COMPLIANCE

The term 'supplier', used here, includes all partners working with Tevva. The code is an important part of any agreement between a supplier and Tevva. It applies to all Tevva suppliers and their group of companies, as well as their employees and agents. Suppliers must take reasonable steps to applying the Code in their own business dealings and must do their best to improve how thoroughly it is adapted. With this in mind, Tevva will verify supplier compliance to the Code via a number of assessments.

The supplier, or potential supplier, of products or services to Tevva is expected to meet the standards as described in the Code. To be included in Tevva's "Preferred Supplier List", the supplier must demonstrate its commitment to corporate social responsibility.

Before any business relationship is agreed, Tevva will evaluate a supplier's business, partly by means of a questionnaire which may be supplemented by a manufacturing site assessment (MSA).

In the interests of transparency, assessment results will be shared with the supplier. Where Code non-compliance is identified, there may be an opportunity for the supplier to agree a mitigation plan. In certain circumstances, the supplier will be required to make a commitment to introduce actions within the mitigation plan in an agreed timeframe.

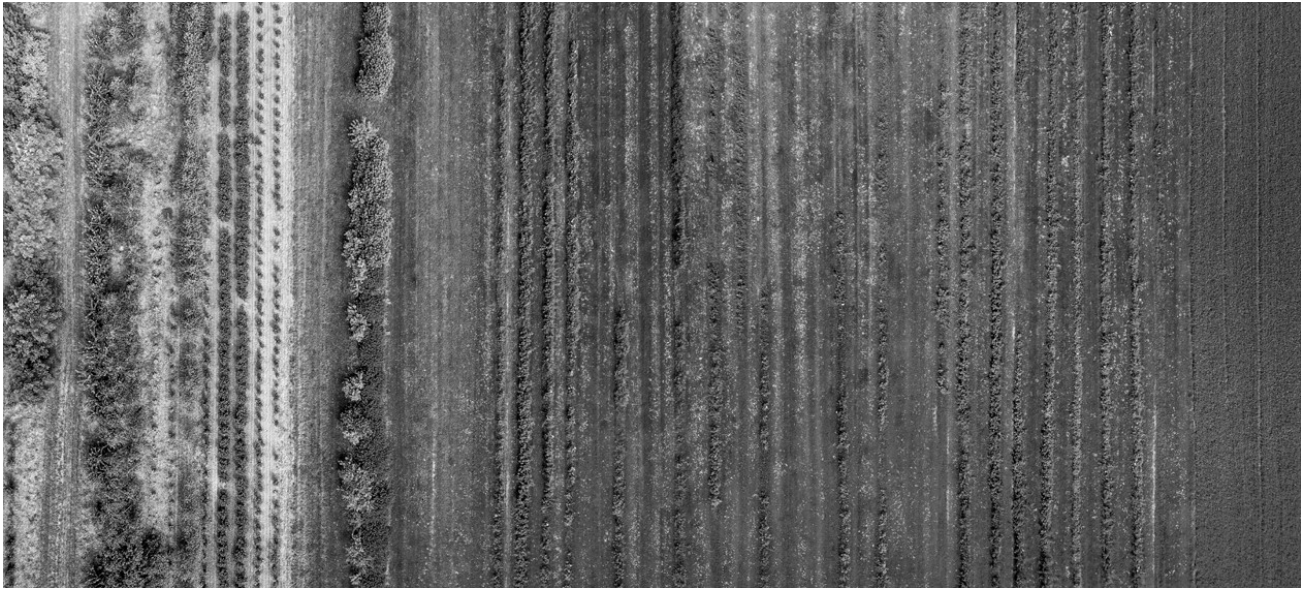
Upon request, the supplier shall provide access to all relevant information and documentation needed to verify compliance with the Code.

If the supplier, in the reasonable opinion of Tevva's



Leadership Team, has violated the Code, Tevva retains the right to terminate, with immediate effect, any business relationship with the supplier. Such a termination excludes the supplier from any right to compensation.

The Code will be regularly reviewed and updated. Any revisions and/or updates will be published on Tevva's website.



HUMAN RIGHTS AND LABOUR CONDITIONS

Prevention of involuntary labour/human trafficking

The supplier shall ensure that all work done by its staff is carried out voluntarily.

The supplier shall not use any form of slave, forced, bonded, indentured or prison labour. Involuntary labour includes the transportation, harbouring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud or payments to any person having control over another person for the purpose of their exploitation.

The supplier shall ensure that workers' contracts clearly explain the conditions of employment in a language understood by employees.

Third-party employment agencies

The supplier shall ensure that any third-party employment agency it uses agrees with the Code as well as the law.

Employees shall not be required to pay employers' (or their agents') recruitment or other fees, in order to be employed by the supplier. If such fees are found to have been paid by workers, these shall be repaid to the employee.

The supplier shall conduct due diligence, including, but not limited to, onboarding interviews with workers recruited, or hired, through third-party employment agencies to ensure that:

- ▶ Student workers are clearly identified as students during the recruitment process.
- ▶ Workers are given accurate details of the nature and

place of work, living conditions, terms of employment (if applicable), working hours, wages for regular hours, overtime rates and holiday wages and applicable deductions and benefits.

Prevention of underage labour

The supplier shall only employ workers of minimum legal age for employment, or the applicable age for completion of compulsory education, whichever is greater.

The supplier may provide legitimate workplace apprenticeship programs for educational benefits that are consistent with Article 6 of ILO Minimum Age Convention No. 138 or light work consistent with Article 7 of ILO Minimum Age Convention No. 138.

Student worker protections

The supplier shall ensure proper management of student workers through reasonable maintenance of student records, rigorous due diligence of educational partners and protection of student rights in accordance with applicable law and regulations. The supplier shall provide appropriate support and training to all student workers.

Prevention of abuse, harassment and discrimination

Tevva expects suppliers to provide their employees with a working environment in which everyone is treated with respect and dignity – free from harassment and bullying, particularly based upon age, disability, gender, race (including colour, nationality, ethnic or national origins and caste), religion, belief or sexual orientation.

The supplier shall ensure that harassment and bullying issues are tackled quickly and efficiently and shall set policies and processes to deal with such instances. Suppliers shall provide employees with processes in which complaints of harassment or bullying can be made. Employees should not be victimised or face retaliation, because of their complaint and should have full support from management when raising concerns.

Working hours, wages and annual leave

The supplier shall ensure that employees are paid in



line with statutory minimum wage regulations and are compliant with laws and regulations relating to this. They will also guarantee that working hours and patterns, including mandatory breaks, resting hours, overtime, sick days and annual leave are in accordance with the laws and regulations of countries in which they operate.

Responsible sourcing

The supplier shall follow the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Freedom of association

All employees of the supplier shall have the right to form and join labour associations, unions, or other forms of representation in accordance with international conventions and the laws and regulations of the countries in which they operate and are subject to. The supplier is required to allow alternative forms of worker representation, association and bargaining where local law sets restrictions on these rights.



HEALTH AND SAFETY

The supplier shall provide a workplace for employees that minimises, as much as is reasonably possible, the risk of injury, ill health and occupational disease.

Any potential exposure in the workplace to safety hazards, including machinery, equipment, chemical and biological substances/agents must be identified, assessed and regulated via preventative maintenance and safe working procedures and/or proper design.

Where such measures are inadequate for controlling relevant hazards, proper Personal Protective Equipment (PPE) shall be provided for employees as well as fully equipped first-aid supplies. The supplier shall also ensure that safety information regarding hazards is made available to employees for educational, training and protection purposes.

Furthermore, emergency preparedness procedures must be in place to identify and evaluate potential emergency situations.

Emergency plans must be implemented, including fire safety and response procedures.

This includes employee notifications, evacuation measures/drills and relevant training. Fire safety procedures shall, where available, be periodically assessed and approved by local authorities.

Employees shall have access to clean drinking water, hygienic toilet facilities and food preparation, storage and eating areas, adequate ventilation, light and temperature levels.

There shall also be acceptable levels of noise and dust pollution (where applicable) in the workplace.

The supplier is expected to follow relevant legislation, regulations, guidance and best practices for health, safety and occupational health/welfare of all employees.

ENVIRONMENTAL PERFORMANCE

Tevva is committed to reducing environmental impacts and expects the supplier to join the fight against climate change, environmental degradation and resource scarcity.

Tevva encourages suppliers to adopt best practices to reduce environmental impacts, to have an environmental management policy or equivalent document and implement an environmental management system that adheres to internationally recognized standards.

Due diligence

Suppliers are expected to make conscious purchasing and partnering decisions and consider the environmental implication of operations throughout their supply chain, in particular, their contribution to climate change by means of greenhouse gas (GHG) emissions.

We encourage suppliers to exercise adequate due diligence with respect to sourcing, extraction and handling of all raw materials used in their products and to ensure that their activities do not directly or indirectly contribute to environmental/human rights violations.

Environmental compliance

The supplier shall comply with their local legislation and regulation. The supplier shall obtain all required environmental permits, licences and registrations. The supplier must ensure these requirements are also met by all partners/suppliers within their supply chain.

Emission reduction and Energy Consumption

The supplier should reasonably strive to use energy efficiently and to reduce emissions to air, water or land



from all their associated activities. Tevva encourages suppliers to increase the use of renewable energy at their facilities and to continually work to reduce their environmental footprint throughout the life cycle of products and services.

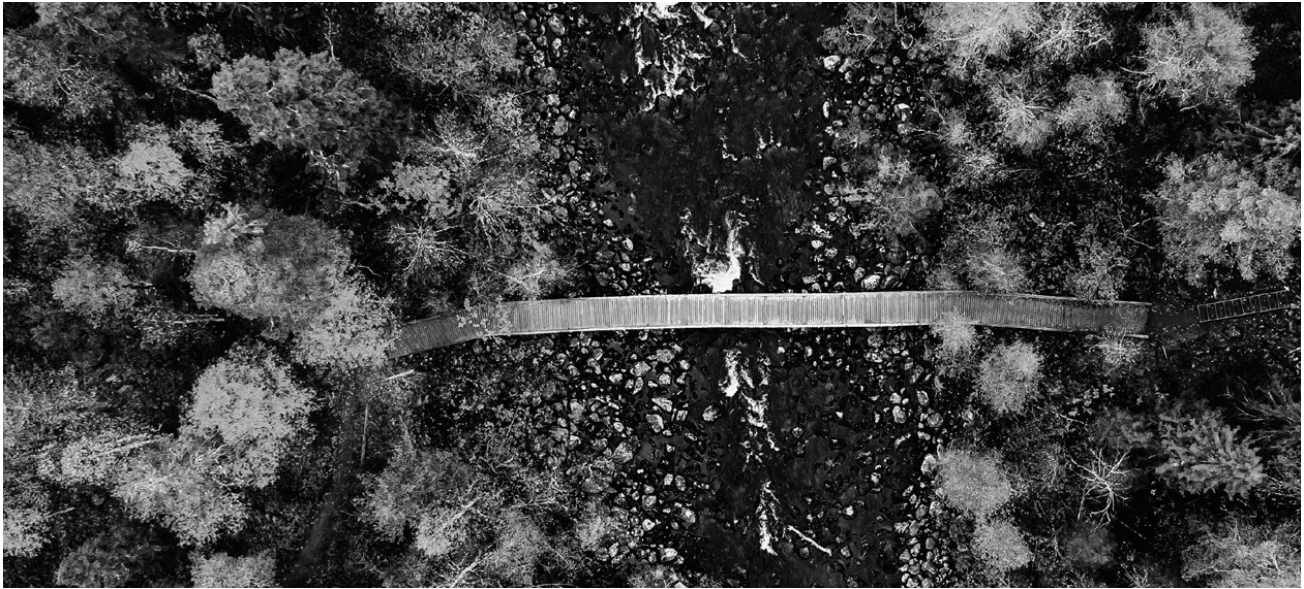
Resource efficiency and waste management

The supplier shall adopt practices to improve and minimize the consumption of natural resources.

The supplier's use of natural resources should be tracked and monitored, with a continuous aim to improve resource efficiency.

The supplier is encouraged to use recycled content within its supply chain, where reasonably possible, and to utilise waste by implementing recycling or other material recovery practices, in accordance with the priorities defined by the waste hierarchy.

The supplier shall effectively manage its waste, in



particular wastewater, hazardous waste, plastics and other recyclables. It must implement a management system that reduces waste to landfills while improving material circularity.

Environmental performance monitoring

The supplier shall manage, measure and report their environmental footprint and provide reports to Tevva upon request.

In particular, the supplier should report energy use and GHG emissions, although Tevva expects the supplier to monitor all significant environmental impacts.

Preventing air, water and soil pollution – ecosystem conservation

The supplier shall ensure that none of its practices, or other bodies' practices, within its supply chain, cause environmental pollution in any way, damaging ecosystems or reducing biodiversity.

The supplier is encouraged to foster transparency within its operations, to build and maintain the trust of its partners, clients and other stakeholders.



BUSINESS ETHICS

Business integrity

Tevva requires the supplier to uphold the highest level of integrity throughout its operations and supply chain relationships. The supplier is expected to practise ethical behaviour, avoid conflicts of interest and conduct proper disclosure on financial and non-financial information, in accordance with any legal obligations that apply to them and industry customs.

Compliance with legal obligations

The supplier shall conduct their business in accordance with all laws and regulations of the countries in which they operate and are subject to, including, but not limited to, the following:

- ▶ Fair trade
- ▶ Competition and antitrust
- ▶ Anti-bribery and anti-corruption
- ▶ Intellectual property, data protection and privacy related laws and regulations.

Ensuring safety and quality of products and services

The supplier shall meet, and aspire to exceed, all legal or contractual quality obligations regarding the performance and safety of products or services.

Governance

The supplier is expected to exercise adequate governance within their business and value chain. This includes developing and maintaining management systems, preferably aligned with international standards, as well as protocols, policies and training for identifying and reducing operational risks and promoting improvement.

The supplier shall execute audits and/or other assessment mechanisms on (their) operations and facilities (and their suppliers) to assess and ensure compliance with legal requirements and requirements of this code.

