

Supplier Code of Conduct

Latest revision 2023-12-31

eastnine 

1 General

Eastnine is committed to conducting business in a responsible and sustainable way guided by the core principle of *respect*.

Eastnine is a signatory to the United Nations (UN) Global Compact, and we support its Ten Principles reflecting human rights, labour, the environment and anti-corruption. We further support the rights of all people as described in the Universal Declaration of Human Rights adopted by the UN and in the conventions of the UN's International Labour Organization.

Eastnine requires its suppliers and subcontractors to comply with this Code, when doing business with Eastnine. This Code applies to providers of goods and services to Eastnine under a contractual agreement and includes suppliers, subcontractors, service providers, consultants, intermediaries and agents. We encourage our suppliers to engage in constructive dialogue with us regarding the Code when doing business together.

1.1 Compliance with laws and regulations

Suppliers are required to comply with all applicable laws, rules and regulations in the countries where they operate. Eastnine expects its suppliers to meet the more stringent requirements between this Code and applicable laws. In case of contradictions or a conflict between this Code and applicable laws and regulations, the supplier is expected to inform Eastnine of such conflict.

1.2 Transparency

Eastnine reserves the right to check or audit suppliers' compliance with this Code. Accordingly, at Eastnine's request suppliers are expected to provide to Eastnine, or a third party authorized by Eastnine, information relevant for this Code. Eastnine also expects its suppliers to have appropriate controls in place within its own and supply chain operations to ensure compliance with this Code.

1.3 Consequences if the Code is violated

Suppliers shall inform Eastnine of any violations of the Code. Suppliers are expected to take all appropriate actions and corrective measures to address such violations. The failure to comply with the Code and refusal to take corrective measures may result in suspending or terminating the suppliers' activities with Eastnine.

2 Human Rights and Labour Rights

Eastnine expects its suppliers to respect internationally proclaimed human rights and take measures to avoid causing, contributing or being linked to human rights infringements through their business actions.

2.1 Child labour

Suppliers should not participate in or benefit from any form of child labour. No children below the minimum age of employment or the age for completing compulsory education in their country, should be employed by Eastnine's suppliers. No workers under the age of 18 shall be employed by the suppliers to perform any work defined as hazardous in national law.

2.2 Forced or compulsory labour

Suppliers shall not participate in, or benefit from any form of forced labour, including such practices as the unlawful or illegitimate withholding of wages. Suppliers shall not allow any practice that would restrict free movement of employees.

3 Working conditions

3.1 Working hours

Suppliers shall ensure compliance to applicable laws and regulations, or relevant collective agreements with regards to working hours.

3.2 Health and safety

Suppliers shall ensure a safe and healthy workplace at all locations where suppliers' employees conduct their work. All hazardous work shall be preceded by and be based on documented adequate risk management with implemented controls. Suppliers shall report to Eastnine all health and safety incidents related to our project sites and in our workplaces.

3.3 Freedom of association and collective bargaining

Suppliers shall recognize and respect employees' right to freedom of association and collective bargaining.

3.4 Non-discrimination

Suppliers shall not practice any form of discrimination in hiring and employment practices. No discrimination is permitted on the basis of gender, national or ethnic origin, age, sexual orientation and religious faith.

3.5 Complaints and grievances

Suppliers should make available appropriate grievance mechanisms to personnel and interested parties to make comments, recommendations, reports or complaints concerning the workplace, the environment or suppliers' business practices.

4 Environment

Eastnine expects its suppliers to manage their operations responsibly in relation to environmental risks and impacts. Resources such as water and energy should be used efficiently and negative impacts on biodiversity and ecosystem should be minimized.

4.1 Environmental Legislation

Suppliers shall operate in accordance with applicable environmental laws and on the basis of all required permits and licenses.

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4.2 Environmental Protection

Suppliers are expected to avoid or reduce any waste or emissions as a result of their business activities. Suppliers should use efficient technologies which aim to reduce the environmental impact as much as possible.

5 Data protection and confidentiality

Suppliers shall ensure that all uses of personal data take place in accordance with applicable laws and regulations. Suppliers are expected to ensure the protection of confidential information received from Eastnine, our customers and others against misuse, theft, fraud or improper disclosure.

6 Anti-corruption and anti-bribery

Suppliers shall conduct their operations with a high level of integrity, and zero-tolerance to any form of bribery or corruption. This includes never seeking to improperly influence or bribe an Eastnine employee, customer, or public official or any other private or public individual or entity. Suppliers shall not offer or accept any benefits or other means to obtain any undue or improper advantage.

7 Conflict of interest

Suppliers shall avoid conflicts of interest and notify Eastnine of any actual or perceived conflict of interest situations in their work with Eastnine.

8 Fair competition

Suppliers shall respect and comply with all applicable competition laws and regulations and not enter into discussions or agreements with competitors concerning pricing, market sharing or other similar activities.

9 Reporting concerns to Eastnine - whistleblowing

In the context of providing a contractually agreed service or goods to Eastnine, if the supplier, its employees, its contractors, or any other party believes that the terms of this Code are not followed, or that Eastnine is in violation of this Code, suppliers are encouraged to report such concerns to the Eastnine's management, or via a designated whistleblowing channel at <http://www.eastnine.com/en/whistleblowing>