

Alliander Code of Conduct for Business Partners

alliander

Introduction

At Alliander we work every day, together with all our colleagues and our partners in the supply chain, to develop and construct an energy system that is reliable, affordable and accessible – the energy system of the future, one that helps the Netherlands realise its ambitions, including in the areas of economic growth, sustainability and wellbeing. We are investing in the expansion of our energy infrastructure and in increasing its capacity, as well as developing smart solutions that will allow us to meet demand as effectively as possible. However, we can only create this energy system of the future by working together with our business partners.



Our human rights policy covers respect for human and labour rights, safe and healthy working conditions, fair pay, equal treatment and the right to collective bargaining. Alliander's Code of Conduct for Business Partners forms part of this policy and is based on the above-mentioned principles and guidelines. In this Code of Conduct, Alliander lays down requirements for ethical and fair business practices and describes how we want to treat people, how we want to improve the environment and how we want to work (and collaborate).

All Alliander's activities and targets relating to sustainability are summarised in an overarching policy entitled 'Brede Welvaart' (Wellbeing). In this Code of Conduct the emphasis is placed on human rights in the supply chain.

This Code of Conduct forms a compulsory component of the contracts between Alliander and its business partners. By accepting the Code of Conduct, our business partners (including their organisations, employees, representatives, suppliers, subcontractors, contractors and distributors) undertake to comply with the requirements described herein and to document this compliance through the appropriate documents and reports. Business partners must comply with all applicable national and international legislation. They must avoid any activity that could lead to Alliander, or one of its affiliated companies, violating or being penalised under the applicable legislation. Furthermore, in line with the UN Global Compact, we expect our business partners to comply with the standards and guidelines described below.

How we treat our people

Wherever they are in the world, employees must be able to work under humane, fair and safe conditions. Together with our suppliers, we therefore respect the Universal Declaration of Human Rights, as well as the international labour standards and working conditions conventions formulated by the International Labour Organisation (ILO).

The following points are particularly important here:

Anti-discrimination

All anti-discrimination provisions, as laid down in (supra)national laws and regulations, must be respected and observed. There must be no discrimination based on age, nationality, race, ethnic background, gender, sexual orientation or physical disability.

Unions

Employees have the right to join (trade) unions. They have the right to participate in collective bargaining with the aim of reaching agreement on working conditions.

Voluntary labour

We recognise that labour is based on a voluntary agreement. Under no circumstances may use be made of forced labour, where pressure is put on people to work, in contravention of human rights conventions.

Child labour

Suppliers will refrain from using child labour. All (supra)national laws and regulations applying to child labour will be respected. ILO conventions 138 and 182 are particularly important here. These state, for example, that school-age children (generally up to the age of 15) should not be regarded as being of working age, and that children should not be employed in hazardous work, forms of slavery or armed conflict.

Working conditions

Measures must be taken to promote and safeguard working conditions. This relates, amongst other things, to working hours and breaks, safety measures and facilities, measures for specific risk groups and the handling of hazardous substances.

How we treat the environment

Caring for the environment goes hand in hand with sustainable operations. Measures to protect and improve the quality of the environment, public health and safety are important considerations here.

Starting points when it comes to caring for the environment include:

Life-cycle analysis

It is important that the footprint of products and services is as small as possible. Any negative impact on the environment must be minimised. Valuable methods include LCA (life-cycle analysis), EIR (environmental impact reporting) and TCO (total cost of ownership). The raw materials and energy consumed, as well as the emissions generated, during production and the entire useful life of the product should be analysed.

Product composition

When it comes to product composition, consideration must be given to the raw materials used, the risks of hazardous substances, combinations of raw materials and the possibilities for reusing raw materials and/or components at the end of the product's useful life.

Waste and recycling

Waste must be avoided as much as possible. Opportunities for recycling must be investigated and, where possible, put into practice. A valued option is for suppliers to take back products at the end of their useful life (suppliers take responsibility for the product and the raw materials).

Information

Information about any environmental, health and safety issues linked to activities must be issued to employees and the local population.

How we work

Alliander believes it is important that a company operates openly, fairly and independently. In concrete terms, this means as follows:

Laws and regulations

All (supra)national laws and regulations relating to business operations must be respected. Where local (industry) standards are stricter than the legislation, these (industry) standards must be observed.

Transparency

As much transparency as possible must be provided relating to business operations. Measures must be taken with this aim in mind, such as issuing regular publications, providing information and reporting on the efforts referred to in this Code of Conduct. An insight must be given into performance, criteria, standpoints and choices made.

Integrity

Suppliers must act with integrity: they must not engage in bribery or kickbacks and must be cautious when it comes to giving and receiving business gifts. They must respect the laws and culture of countries where they do business. Measures must be taken to minimise the risks of corruption and/or the abuse of power, in relation to both the production and supply of goods, products and services.

Chain responsibility

Alliander works together with business partners to ensure responsible supply chain management. Our business partners will apply the principles of the Code of Conduct, and introduce them to and discuss them with their employees. In addition, where reasonably possible, the business partner will ask its own

business partners upstream in the chain to comply with the Code of Conduct and be able to demonstrate this compliance.

Reporting scheme

Business partners must set up a reporting scheme at operational level through which (potential) breaches of this Code of Conduct can be reported. It must be possible to report such matters anonymously to protect the identity of the person making the report and prevent possible reprisals. Business partners must also ensure that their supply chain facilitates the establishment of a reporting scheme or is able to make use of existing reporting schemes within the chain.

If a situation arises in which Alliander or one of its business partners is responsible for breaching human rights, this can be reported via:

secretaris.klachtencommissieongewenstgedrag@alliander.com

What if breaches still happen?

In the event of any breaches of human rights, we will take action appropriate to the situation and the extent of our involvement. There are three ways in which Alliander may be involved in human rights issues:

1. If we are responsible ourselves for breaches of human rights in relation to Alliander's operations in the Netherlands or abroad, we will take action ourselves to remedy this.
2. If we contribute to breaches of human rights, e.g. through tenders or (international) shareholdings, we will use our influence to help remedy the situation.
3. If we are linked in some way to breaches of human rights, e.g. if a business partner is involved in a breach, we will work together with them and exert indirect influence (use leverage) by participating in a dialogue, joining a stakeholder initiative or lobbying the government to change the law, amongst other things.

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