

Code of Conduct for Business Partners



SolarFuture
Future Energy Solutions

Code of Conduct for business partners

SolarFuture's Code of Conduct for business partners (hereinafter Code of Conduct) describes the standards our company commit to and wish to promote with our business partners.

Since our founding, the management of SolarFuture have always been aware, that building a company and conducting business in the solar panel industry, requires a global supply chain to deliver the best possible quality at competitive prices for our customers. As part of the founding company policy, SolarFuture has always been committed to upholding a high ethical standard throughout our supply chain. This has not just been a personal belief, but a professional requirement to build a long-lasting business model in a world, where everyone needs to show responsibility in building a better and more sustainable future.

In its business activities, SolarFuture will comply with applicable laws and regulations and act in an ethical, sustainable and socially responsible manner. Respect for human rights, protection of environment and ethical business manners are an integral part of SolarFuture's ethical framework.

We expect our business partners, including suppliers, manufacturers, distributors, and contractors throughout our supply chain, to share and abide by these principles.

Purpose

This Code of Conduct outlines our expectations regarding environmental sustainability, ethical business behaviour, and the protection of human and labour rights. By adhering to this code, we can collectively contribute to a more sustainable and socially responsible business ecosystem in the solar panel and renewable energy industry.

The purpose of this Code of Conduct is to define our requirements for our business partners, throughout our supply chain. Requirements are the minimum standard which our business partners should respect and comply with in their operations.

Approach to Due diligence and requirements of collaboration.

At SolarFuture, we take due diligence serious. We assess our business partners from a range of standards, that provides us with a broader picture of risks and initiatives.

We expect our business partners to work with us with a collaborative mindset and focus on continuous improvements. Our business partners must cooperate with SolarFuture in connection with the performance of risk/impact assessments, inspections, monitoring, reporting, stakeholder engagement and grievance mechanisms, and they must implement steps to mitigate any risks identified. They should apply appropriate policy, procedure, management system and due diligence measures in their own operations and cascade the requirements of the Code of Conduct in their supply chain. Our business partners must supervise their contractors' and sub-contractors' adherence to the Code of Conduct as well as their compliance with applicable national laws.

Human rights and labour rights

All our business partners are obliged to demonstrate respect for workers' rights and cultures and ensure compliance with national laws and international labour and human rights standards through the implementation of their management systems. We expect our business partners to set standards within their organisation that protect workers, ensure a safe and healthy workplace, provide relevant training opportunities for workers to enhance their abilities and skills to perform their daily work and ensure they are treated with respect and equality.

Employment standards

Our business partners' working environment should accommodate workers' right to exercise official duties and support the physical and mental well-being of all workers. We expect our business partners to avoid and address any adverse impacts on human and labour rights. SolarFuture is committed to promoting a safe, diverse, and inclusive workplace. SolarFuture shows zero tolerance towards child labour and all forms of forced labour.

Requirements

Business partners of SolarFuture are required to ensure that child labour and forced labour defined by the definitions of the United Nations, are not carried out at facilities under their control, as well as in their supply chain at facilities of their sub-contractors.

Environment

It is the responsibility of our business partners to protect the environment in which they operate. At SolarFuture, we are committed to fighting climate change and operating at the highest level of sustainability. We expect our business partners to take all necessary measures to protect the environment, use natural resources intelligently, and limit damage and nuisance to people, property, and nature throughout their operations and their own supply chains.

Requirements

- **Permits:** Obtain and maintain all required, permits, licences, and registrations requisite for ongoing business operations.
- **Hazardous materials and emissions:** Manage and disclose the use of hazardous materials in own operations and find environmentally friendly substitutes when feasible. Establish control mechanisms for preventing pollution from hazardous substances, waste and effluents, and air emissions.
- **Biodiversity:** Protect and enhance nature and biodiversity and promote the sustainable and efficient use of natural resources and energy.
- **Waste management:** Reduce any waste caused by own operations and reuse or recycle whatever is technically feasible.
- **Emergency response:** Provide access to emergency response, in case of any environmental emergency, fire, or abnormal emission and dispersion.
- **Minerals, metals, and dual use:** Follow OECD's due diligence requirements with respect to the sourcing, extraction, and handling of minerals and metals used in the supply chain. Document and disclose the use of any dual- use components⁷ or conflict minerals and metals subject to any applicable legal requirements.

Business ethics

When working in a challenging and competitive environment, it is imperative that our business partners uphold the highest standards of integrity, operate with honesty and in accordance with international and national regulations, and abide by UN sanctions.

Anti-bribery, corruption, and inappropriate business conduct

Business partners should engage in responsible and appropriate behaviour and implement measures to eliminate and avoid unethical behaviour. SolarFuture has zero tolerance towards corrupt, fraudulent, collusive, or coercive practices and other forms of inappropriate or unfair business practices by our business partners.

Requirements

- **Anti-bribery and corruption:** Do not engage in activities, directly or indirectly, related to corrupt, fraudulent, collusive, or coercive practices. Prevent any form of receipt or payment, gifts, and/or hospitality for the purpose of obtaining or retaining business or any form of preferential treatment or advantage. Implement a legal compliance programme which, among other things, must include the performance of due diligence prior to entering into relationships with new business partners.
- **Conflict of interest:** Do not engage in situations of actual or potential conflict of interest related to any business, financial, or private benefit.
- **Books and records:** Maintain adequate documentation of all transactions to ensure transparent record keeping.
- **Fair competition:** Commit to undistorted competition in accordance with any applicable laws and refrain from any anti-competitive conduct or other illegal market behaviour or manipulation.

This Code of Conduct has been approved by the management of SolarFuture ApS, May, 2023.

Mads Christensen
CEO & Partner



Lars Ladekjaer
CPO & Partner



As business partner, we hereby declare that our company comply with the Code of Conduct for
Business Partners of SolarFuture ApS.
