

## Supply Chain Code of Conduct

RES is committed to upholding ethical responsibilities whilst maintaining market leading performance and recognise that in doing so we must work together with our supply chain (meaning our suppliers, consultants, agents and contractors - including sub-suppliers / sub-contractors of any tier). The aim of this Code of Conduct, applicable to all countries in which RES operates or procures goods and services, all employees including subcontracted labour, and all suppliers of goods and services is to provide transparency in laying out minimum behavioural standards that RES expects of our partners and suppliers which may extend beyond national laws or other applicable standards. The requirements are based upon the UN Global Compact. Where breach of this Code of Conduct occurs, we strongly encourage our employees and supply chain partners to report such instances to our whistleblowing hotline (listed below).

### Human rights

RES is committed to the eradication and prevention of Modern Slavery in all its forms including slavery, servitude and forced or compulsory labour, and human trafficking. RES does not permit, under any circumstances, the use of forced labour in its business and expect full compliance with all applicable legislation in this area.

Our supply chain must:

- Not participate in, or benefit from, the use of forced or compulsory labour or human trafficking in any form.
- Ensure that employees have freedom of movement during the course of their employment and are free to terminate their contracts at all times, provided they give reasonable notice
- Not withhold wages, identity cards, travel documents or other important documents that could prohibit an employee from ending his or her employment
- Not charge recruitment fees or require “deposits” from workers and ensure that no employment fees or costs are charged, in whole or in part, to an employee
- Not use child labour or benefit from the use of child labour in either your own operations or your supply chain.

Users (or suppliers) of tin, tungsten, tantalum, gold, (or other minerals and materials potentially originating in high-risk conflict areas) and metallurgical grade silicon shall make a reliable determination of the origin and source of such minerals.

### Labour practice and standards

RES is committed to providing a safe and healthy work environment, which is diverse and inclusive, encourages employee development and creates opportunities to positively contribute to our stakeholders and the wider community. We are collectively and individually dedicated to ensuring everyone goes ‘home safe every day’ and are committed to achieving market-leading performance in health and safety via our “Don’t Risk It!” programme of engagement.

Any commercial contract between RES and its supply chain shall include requirements in regard to health and safety which must be followed throughout the supply chain.

RES also recognises our employees are our most valuable asset and therefore uphold all applicable laws and standards regarding working hours, wages and benefits. We also firmly believe in treating all employees in a non-discriminatory manner and with dignity.

Our supply chain must, at a minimum in accordance with statutory requirements:

- Provide a safe and healthy workplace
- Implement a robust management system to ensure safety arrangements
- Provide training and protective equipment to employees necessary for them to perform their tasks safely
- Ensure adherence to any statutory requirements for wages, working hours, breaks or benefits or, where there is no statutory minimum, ensure conditions are at least in-line with industry standards in this respect.
- Provide employees with an employment contract that is written, is understandable to the employee and is legally binding.
- Not discriminate against employees on the grounds of gender, race, colour, religion, political opinion, national extraction, social origin, age, disability, HIV/AIDS status, trade union membership nor sexual orientation. Appropriate grievance procedures must be in place to address complaints, handle appeals and provide recourse when discrimination has been identified.
- Protect employees from harassment, whether it be direct or indirect, physical or psychological, or committed by their colleagues or by management, in both the workplace and in all residences and property you provide.

RES encourages our supply chain to comply with relevant standards such as SA 8000 (Social Accountability Certification) to ensure good working conditions, workplace safety and health, freedom of association and right to collective bargaining, anti-discrimination, discipline, remuneration, working hours, and HR management systems.

## Environmental

RES commits to managing our activities to maximise the environmental benefits of our projects and our business while operating in compliance or exceeding environmental regulations. In doing so we seek engagement with our supply chain to protect the environment and reduce potential negative environmental impacts of components and materials, and expect to collaborate with our supply chain to improve waste and material management, repurposing, recyclability and promoting the use of sustainable materials where practical. RES supports the principles of setting Science Based Targets for emissions reduction and are working towards developing our targets.

Our supply chain must:

- Meet or exceed minimum environmental legislation, standards or industry practice
- Follow any RES environmental requirements when working on our site
- Evaluate the environmental performance of your activities, seek to minimise environmental impact and undertake initiatives to promote greater environmental responsibility
  - On our sites, report all environmental accidents, near misses and hazardous observations to RES
  - Be prepared for emergency responses to environmental incidence

## Anti-corruption

RES has a longstanding commitment to maintaining and promoting the highest ethical conduct in our business. RES has a Business Ethics Policy to provide guidance to our employees on distinguishing between legitimate and unacceptable forms of behaviour and is supported by mandatory anti-bribery and corruption training.

RES expects its Suppliers to adhere to the highest standards of moral and ethical conduct, to respect local laws and not engage in any form of corrupt practices, including but not limited to extortion, fraud, or bribery

Our supply chain must:

- Not give or accept bribes
- not offer, promise, request or receive gifts and business entertainment whenever such arrangements could improperly affect the outcome of a business transaction.

RES Chair and Chief Executive Officer are personally committed to such responsibilities and as such have signed this Code of Conduct.

Countersigning this Code of Conduct on behalf of the stated organisation indicates:

- an understanding of the ethical behaviour that RES expects in all interactions
- a promise to uphold such conduct and continuously improve performance on the issues listed
- an appreciation that RES will wish to work collaboratively with its supply chain in open dialogue to monitor, audit or review adherence to these behaviours and will seek enforcement mechanisms within commercial contracts.



Eduardo Medina, CEO



Gavin McAlpine, Chair

## Supply Chain Code of Conduct

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Country	Access Code	Toll-free Number
<b>Australia</b>	1-800-881-011	800-603-2869
<b>France</b>	0-800-99-0011	800-603-2869
<b>Germany</b>	0-800-225-5288	800-603-2869
<b>Ireland</b>	1-800-550-000	800-603-2869
<b>Norway</b>	800-190-11	800-603-2869
<b>Sweden</b>	020-799-111	800-603-2869
<b>UK</b>	0-800-89-0011	800-603-2869
<b>US &amp; Canada</b>	Direct dial 800-603-2869	