



ALPIQ

# Alpiq Code of Conduct for Suppliers

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# Alpiq Code of Conduct for Suppliers

This Code of Conduct for Suppliers (the „Code“) outlines the basic requirements for the respective Alpiq\*'s suppliers regarding ethical behavior and sustainability in the sense of economic, environmental and social responsibility, which applies to the respective Alpiq' s suppliers for the entire duration of the business relationship.

Each respective supplier commits to the following:

*\* “Alpiq” means a fully consolidated entity of the Alpiq Group.*

# 1. Environmental and Climate Protection

- Comply with environmental laws and standards.
- Minimize greenhouse gas emissions and pollution.
- Continuously improve your environmental protection efforts, including waste reduction.
- Implement appropriate environmental management processes.
- Avoid harmful environmental impacts that affect biodiversity and ecosystems as well as water and marine resources.
- Properly manage use of resources.

## 2. Human Rights

- Ensure respect for all internationally proclaimed human rights and avoid involvement in any human rights violations.
- Pay special attention to vulnerable groups, including women, children, migrant workers, and indigenous communities.

### 2.1 Prohibition of Forced Labor

- Neither engage in, nor support slavery, forced labor, or human trafficking.

### 2.2 Prohibition of Child Labor

- Prohibit child labor and strictly obey the legal minimum age as per the Conventions of the International Labor Organization (ILO) or as per the applicable national laws provided that the legislation is in conformity with ILO Conventions.

### 2.3 Non-Discrimination and Respect in Employment

- Ensure equal treatment of employees regardless of race, nationality, gender, or other personal characteristics, and promote equal wages and opportunities.
- Do not tolerate any form of harassment or discrimination.

### 2.4 Freedom of Association and Collective Bargaining

- Recognize and respect the legal rights of employees to form or join trade unions and to engage in collective bargaining.

### 2.5 Working Hours and Wages for Employees

- Comply with all applicable regulations regarding working hours and rest breaks. Pay fair wages as required by law.

## 2.6 Life, Health and Safety of Employees

- Provide safe working conditions and comply with all applicable occupational health & safety regulations and industry standards.
- Provide trainings to ensure employees are aware of emergency procedures, safe work practices and proper use of personal protective equipment.
- Have processes in place for reporting and investigating health & safety incidents.
- Ensure sub-suppliers maintain the same health & safety standards.
- Strive for continuous improvement including constant implementation of preventing and/or correcting measures.

## 2.7 Impact on Communities

- Avoid unlawful eviction and deprivation of land, forests, and water from communities.

## 2.8 Security Forces

- Ensure that private or state security forces respect human rights and use force only in legitimate self-defense.

# 3. Fair Operating Practices

## 3.1 Anti-Corruption and Bribery

- Do not engage in any form of corruption or bribery and reject improper facilitation payments.

## 3.2 Fair Competition, Antitrust Laws, and Intellectual Property Rights

- Comply with competition laws, avoid anti-competitive practices, and respect intellectual property rights.

## 3.3 Conflicts of Interest

- Disclose any conflicts of interest that may influence business relationships.

## 3.4 Anti-Money Laundering and Terrorism Financing

- Do not facilitate money laundering or terrorism financing.
- Carefully examine and observe trade and economic restrictions (import and export restrictions, trade sanctions, embargoes, etc.) and take them into account in your supply chain.

## 3.5 Data Privacy and Cybersecurity

- Handle personal data responsibly, ensure its protection, observe applicable laws, and establish an appropriate cybersecurity framework.

## 3.6 Foreign Trade Regulations

- Comply with all export, import, customs, and trade regulations.

## 4. Responsible Sourcing

- Avoid using raw materials from conflict-affected and high-risk areas that contribute to human rights abuses or other negative impacts.

## 5. Grievance Mechanism

- Implement appropriate processes to report breach of applicable laws and/or of this Code within your own organization and ensure protection of whistleblowers from retaliation.
- Implement mechanisms for corrective actions if non-compliance is discovered.
- Immediately report any suspected cases or concrete knowledge of violations of laws and/or this Code to the Alpiq Compliance Reporting Office.
- This can be done confidentially <https://www.alpiq.com/alpiq-group/about-alpiq/ethics-compliance>.



## 6. Supply Chain

- Ensure your suppliers comply with this Code and verify compliance based on risk assessments.
- Ensure non-discriminatory practices in supplier selection and treatment.
- Without undue delay upon request, be able to inform Alpiq which sub-suppliers you use and demonstrate compliance with this Code.

## 7. Legal and Compliance

- Adhere to all applicable laws and regulations.
- Implement appropriate management and due diligence processes or have an equivalent thereof in place to demonstrate your compliance with this Code.

Significant or repeated violation of this Code by a supplier or by any of its sub-suppliers constitute a breach of trust and as well a material breach of contract by such supplier. In such case(s), Alpiq reserves the right to demand reasonable remedial action, right to claim damages and/or may terminate the mutual contractual relationship.

# THANK YOU



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