

# Supplier Code of Conduct





# SUPPLIER CODE OF CONDUCT

## PREAMBLE

Peridot Solar business model is inspired by the highest standards of ethical, responsible and transparent conduct, permeating its operations as well as all its business relationships.

Since its establishment in 2022, the Group has expressed its sustainability strategy through a strategic and voluntary commitment to sustainable growth, aiming to be one of the leaders in the energy transition process, with the purpose of driving the future renewable energy challenges through responsible investments, protecting the environment while enhancing the well-being for people and creating value for its shareholders and stakeholders.

The combination of its values, initiatives, vision and commitment allows the Company to always behave sustainably, ethically and accountably whenever it develops, finances, builds and operates its plants, ensuring that it has a positive impact on the people, environment and the communities it works with.

The Company expects its Suppliers, which are entering or have entered into agreements with them, to operate with the same ethical values and high standards, provided that they shall always comply with laws and regulations applicable in the Countries they operate in.

## BUSINESS ETHICS AND INTEGRITY

Peridot Solar Suppliers must always conduct business in accordance with applicable laws, rules and regulation and shall deal honestly, ethically and fairly in any business activity and in relations with their business partners, including their employees, customers, suppliers, competitors, local communities and other third parties.

They shall not take unfair advantage of anyone through manipulation, overstatement, concealment, misrepresentation of facts, abuse of confidential or privileged information and shall not carry out practices that may restrict fair and free competition.

### The Company expects its Suppliers:

- to reject any form of bribery and corruption, facilitation payments, extortion, or embezzlement;
- not to offer, give or receive improper payments, gifts or benefits, even if this practice is considered normal in the operating context;
- to conduct their business in compliance with all applicable laws and respecting fair competition and antitrust laws;
- to provide a grievance/whistleblowing channel for their employees and stakeholders to report, confidentially and with no retaliation, concerns or potentially unlawful activities and to take corrective actions when issues are identified.

Peridot Solar Suppliers shall promptly inform the Company of any activity, transaction or relationship that may create an actual, potential, or perceived conflict of interest, including but not limited to, the existence of any financial or personal relationships and/or arrangements with the Company's employees that is reasonably likely to appear of being able to influence their relationship with Peridot Solar.



## DATA PROTECTION, INTELLECTUAL PROPERTY AND PRIVACY

Peridot Solar Suppliers are required to protect the Company's confidential information and intellectual property in compliance with this Code as well as any non-disclosure or other agreement signed. Such information includes any trademarks, patents, copyrights, business methodologies, trade secrets, and any other information that a reasonable person could consider, from the nature of the information or from the circumstances of its disclosure is confidential or of proprietary nature.

Moreover, Suppliers shall ensure that the confidential information is secured against loss, misuse or un-authorized access, modification or disclosure.

Any unauthorized use or disclosure of any such information may have personal, legal, reputational and financial consequences for Peridot Solar and the Company's reserves the right to take any action to protect its interests in case of violations.

### **The Company expects its Suppliers:**

- to safeguard confidential information implementing adequate measures to protect the information and prevent misuse, counterfeit and undesired disclosure of data;
- to respect intellectual property rights of all business partners and not to tolerate the use of any counterfeit good;
- to comply with applicable laws regarding the privacy and security of personal data and to have a process to ensure that their suppliers and subcontractors comply with the same.

## LABOUR AND HUMAN RIGHTS

Peridot Solar uphold labour and human rights in all its operations and business relationships and commit to investigate and direct reasonable enquiries to obtain assurances that the products and services purchased have not been sourced from companies with a history of compromising or denying the human rights of their workers and their stakeholders.

This is a must have condition to work with Peridot Solar and the Company will not knowingly do business with Suppliers, subcontractors and partners who do not respect these values or tolerate human rights violations.

**The Company expects its Suppliers,** in their own operations and in their relations with subcontractors and local communities:

- not to tolerate any form of forced or involuntary labor, including slavery, human trafficking, servitude and indentured labour;
- to refuse any form of illegal child labour and to only employ workers who meet the local applicable minimum legal age requirement;
- to comply with all applicable laws on wages, benefits and working time, not exceeding the maximum overtime set at Country level;
- to provide written labour contracts, clarifying employment terms and conditions, in a language understood by employees;
- not to withhold wages as disciplinary measure;
- not to withhold, destroy or deny access to employees' passports or other identity documents and not to reduce employees freedom of movement;
- to respect employees' right to free association and collective bargaining;
- to treat all employees equally and prevent any kind of conscious or unconscious discrimination based on race, age, disability, ethnic, national or social origin, religion, marital status, family responsibilities, union membership and political opinion, gender identity and sexual orientation;



- not to tolerate any form of physical, sexual or psychological harassment or abuse or inhumane treatment, including corporal punishment, torture, physical coercion or verbal abuse.

Peridot Solar respects the rights of the local communities it operates in and contributes to achieve a positive impact, also by promoting the employment of local contractors and local suppliers. It requires its Suppliers to act accordingly.

#### **The Company expects its Suppliers:**

- to comply with local applicable laws and regulations and respect local culture and traditions;
- to minimize inconveniences caused to local communities, promoting constructive dialogue and guaranteeing mitigation actions, when needed;
- not to engage in illegal acquisition of land and forest,
- to prefer the use of local employees and suppliers, contributing to the economic and social development of the areas they operate in.

## **CONFLICT MINERALS**

The illegal extraction and trade of natural resources, and associated human rights violations, conflict and environmental degradation are matters of growing international concern. These issues are especially acute in the extraction and trade of ores of tantalum, tin, tungsten, gold and cobalt, materials that are commonly used in electronic products.

Peridot Solar is committed to respect human rights and the environment in accordance with accepted international conventions and practices and wants to ensure that all materials used in its projects come from socially and environmentally responsible sources.

Peridot Solar doesn't do business with Suppliers that are directly or indirectly involved with human rights abuses associated with the extraction, transport or trade of minerals. The Company also prohibits any direct or indirect support to non-state armed groups or security forces that illegally control or tax mine sites, transport routes, trade points, or any upstream actors in the supply chain.

#### **The Company expects its Suppliers:**

- to commit to sourcing materials or components containing tin, tantalum, cobalt, tungsten, and/or gold from environmentally and socially responsible sources and in compliance with international standards;
- to communicate to sub-suppliers these principles and ensure they are also committed to a responsible sourcing of these materials;
- to ensure that the metals used in the components provided to Peridot Solar, also when purchased from sub-suppliers, are conflict-free.

## **HEALTH AND SAFETY**

Peridot Solar believes that the health and safety of all workers is an essential condition for its business activities.

Suppliers are expected to provide their workforce (including employees, contractors, interns) with a safe and healthy work environment including, as a basis, potable drinking water, adequate lighting, temperature and sanitation and, if applicable, healthy and safe living quarters.



### **The Company expects its Suppliers:**

- to comply with applicable laws and regulations on health and safety and to obtain, maintain and update all the required permits, licenses, and registrations;
- to assess health and safety risks associated with their operations in order to prevent accidents and occupational diseases;
- to protect their workers from any physical and chemical hazard, also providing appropriate protective equipment and ensuring chemicals, if present, are handled, stored, transported and disposed in a safety manner;
- to implement a health and safety management system and safety programs to facilitate compliance with all applicable laws and to promote continuous improvement;
- to monitor their performances on health and safety (e.g. number of accidents, number of lost days);
- to provide proper training to its workforce, preventing accidents and promoting a safety culture.

## **ENVIRONMENT AND BIODIVERSITY**

Peridot Solar is pioneering the energy transition by developing, building and operating solar and BESS energy projects to build a cleaner and much healthier future for the planet and the next generations.

The Company promotes a careful use of energy and natural resources, as well as the minimization of environmental impacts in terms of emissions, waste and biodiversity, both for its own operations and the operations of its the supply chain.

### **The Company expects its Suppliers:**

- to comply with applicable environmental laws and regulations and to obtain, maintain and update all the required permits, licenses, and registrations;
- to assess environmental risks associated with their operations, to prevent negative environmental impacts;
- to minimize the use of energy and to opt for a renewable solution, reducing greenhouse gasses emissions;
- to minimize the use of water, with special attention to water stressed areas or area with a high biodiversity value;
- to promote the use of recycled and renewable materials, to reduce the production of waste and to maximise waste recovery, while promoting circular economy;
- to implement an environmental management system to facilitate compliance with all applicable laws and promote continuous improvement;
- to monitor their environmental performances (e.g. energy used, water consumed, waste produced).

With reference to the respect of biodiversity, the Company expects its Suppliers:

- to prevent overexploitation of natural resources and protect natural eco-systems and eco-systems services;
- to promote ecosystems restoration, especially when operating in sites which contain a high biodiversity level, in order to protect and enhance biodiversity;
- not to contribute to deforestation, forest degradation and conversion, acting in line with the High Conservation Value and High Carbon Stock approaches.



## QUALITY

Peridot Solar promotes the use of the highest standard available for the planning and implementation of its projects. Suppliers are involved to guarantee that these high standards are met, and the expectation of the customers are met and exceeded.

### **The Company expects its Suppliers:**

- to comply with applicable laws and regulations on quality and to obtain, maintain and update all the required permits, licenses, and registrations;
- to integrate quality into their business processes;
- to meet generally recognized or contractually agreed-on quality requirements to provide goods and services that consistently meet Peridot Solar needs.
- to implement a quality management system to facilitate compliance with all applicable laws and promote continuous improvement;
- to monitor their quality performances, aiming at the reduction of non-conformities and consequent complaints.

## COMPLIANCE WITH THE CODE OF CONDUCT

Peridot Solar expects its Suppliers to comply with the values and requirements set forth in this Code, as well as with the legal requirements applicable in the Countries they operate in.

It commits to share its Supplier Code of Conduct with Suppliers involved in its operations and will not do business with subcontractors, business partners or vendors that do not accept or violate these principles.

The Company is implementing a due diligence process to ensure that all its Suppliers and subcontractors commit to the principles included in this Code. As part of this process, Peridot Solar will share the Code with all its Suppliers in the contractual stage and, at any appropriate time during the business relation, it may proceed with a collection of information and evidence demonstrating Suppliers' business activities are aligned with this document.

Peridot Solar strives to establish long-term relationships with its Suppliers and commits to working with them to drive improvements. If there is a reasonable risk that a Supplier is violating these standards the Company will require the Supplier to commit to and implement a corrective action plan within a reasonable timeline. Continued non-conformance or refusal to address these issues will lead to the termination of the business relationship in case the supplier won't take immediate action to mitigate and eliminate the issue.

Peridot Solar ESG Committee is responsible for the content of the Code, its updates and distribution throughout the Organization.

It is responsibility of each Department to distribute this Code of Conduct with all Suppliers they engage with, ensuring the acceptance and respect of these standards and values before entering in any business relationship.

Everyone who works in Peridot Solar is expected to understand, respect and assist in the implementation of the standards provided in this document.

The Company provides its Suppliers and all its Stakeholders with a channel to communicate, also anonymously, complaints on the non-observance, and suspicion of non-observance, of this Code of Conduct: [whistleblowing@peridotsolar.com](mailto:whistleblowing@peridotsolar.com).