

Quantafuel's Supplier Code of Conduct

Quantafuel ASA

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Introduction

Quantafuel develops technology that contributes to solving the global waste problem. In collaboration with dedicated partners, we have achieved the combined goals of recycling low-quality plastic and sustainable waste management.

1 Purpose

In order for the world to improve, we need to improve on how people all across the globe can live meaningful, peaceful and fair lives, regardless of who they are and where they come from.

Quantafuel wants to take a clear stand in underlining to our suppliers what we expect and what must be taken into account, if and when sourcing for us.

- ✓ Quantafuel's Requirements: Suppliers need to be in compliance with their country's laws as well as the laws listed below in order to adhere to our Supplier Code of Conduct. Signing this Supplier Code of Conduct is therefore a requirement in order to supply to us.
- ✓ Quantafuel's Ambitions: Suppliers are encouraged to support additional work needed to constantly improve transparency, knowledge and expectations towards their own sub suppliers, and at the same time report if deviations are detected.

2 Scope

This code of conduct is aimed at suppliers contracting for services, labor and materials either directly or indirectly via their sub suppliers. All suppliers as well as their sub suppliers MUST adhere to our code of conduct.

2.1 Labor Conditions and Human Rights [1]

Quantafuel's requirements: Suppliers doing business with us directly or indirectly must ensure no slavery and child labor. In addition to ensuring minimum wages in line with local regulations, and working hours reflecting this, we strongly focus on our supplier's ability to constantly have high standards for their health and safety at

work. The supplier shall also promote equality of opportunity and diversity in the workplace. Last, but not least the suppliers shall not engage in or support any form of discrimination based on race, color, age, sex, sexual orientation, pregnancy, language, disability, religion, political or other opinion or social origin.

2.2 Anti-Bribery and Corruption [2]

Quantafuel's requirements: Under no circumstance will we accept suppliers who do not take a clear stand against bribery and corruption. As a means to do so we expect our suppliers to adhere to ISO 37001. Large or small institutions; nothing undermines them more than bribery and corruption.

2.3 Environment [3]

Quantafuel's requirements: In Quantafuel we work to reduce waste by recycling plastic. In addition, we have high standards on how we commit to keeping our environmental footprint as low as possible. As a supplier to us you need to be able to illustrate clear goals and initiatives for what you do to reduce your own footprint and how we as partners can make a difference for the future.

2.4 Integrity [4]

Quantafuel's requirements: People is a business' greatest asset, and as such the more employees feel well at work the better, they deliver. Key to well-being at work stems from mutual respect, inclusiveness and an open working environment without discrimination or retaliation. Being a supplier to us we set integrity high and we believe all our suppliers and their managers should make sure their employees have a sense of self-worth, respect and dignity at work.

2.5 Sourcing and Materials [5]

Quantafuel's requirements: Sourcing of right services and goods is key to enable value creation for us. EU's waste framework directive has "measures to protect the environment and human health by preventing or reducing the adverse impacts of the generation and management of waste and by reducing overall impacts of resource use and improving the efficiency of such use". We stay true to this directive and ask all our suppliers (tier 1 or tier 2) to read the directive, discuss it and implement their measures to align accordingly.

2.6 Financials and Accounting practices [6]

Quantafuel's requirements: Your business reflects on yourself and us, be vigilant and comply with laws and regulations applicable to your country.

3 Principles for responsible and sustainable business conduct

These principles for responsible and sustainable business conduct are based on UN and ILO conventions and provide minimum, not maximum standards. The relevant legal framework at the place of production shall be respected. Where national laws and regulations address the same subjects as these guidelines, the most stringent shall apply.

1. Forced and compulsory labor (ILO Conventions Nos. 29 and 105)

1.1. There shall be no forced, bonded or involuntary prison labor.

1.2. Workers shall not be required to lodge deposits or identity papers with their employer and shall be free to leave their employer after reasonable notice.

2. Freedom of Association and the Right to Collective Bargaining (ILO Conventions Nos. 87, 98, 135 and 154)

2.1. Workers, without distinction, shall have the right to join or form trade unions of their own choosing and to bargain collectively. The employer shall not interfere with, obstruct, the formation of unions or collective bargaining.

2.2 Workers' representatives shall not be discriminated and shall have access to carry out their representative functions in the workplace.

2.3 Where the right to freedom of association and/or collective bargaining is restricted under law, the employer shall facilitate, and not hinder, the development of alternative forms of independent and free workers representation and negotiations.

3. Child Labour (UN Convention on the Rights of the Child, ILO Conventions Nos. 138, 182 and 79, and ILO Recommendation No. 146)

3.1. The minimum age for workers shall not be less than 15 and comply with the national minimum age for employment, or; the age of completion of compulsory education, whichever of these is higher. If local minimum is set at 14 years in accordance with developing country exceptions under ILO Convention 138, this lower age may apply.

3.3. There shall be no recruitment of child labor defined as any work performed by a child younger than the age(s) specified above.

3.4. No person under the age of 18 shall be engaged in labor that is hazardous to their health, safety or morals, including night work.

3.5. Policies and procedures for remediation of child labor prohibited by ILO conventions no. 138 and 182, shall be established, documented, and communicated to personnel and other interested parties. Adequate support shall be provided to enable such children to attend and complete compulsory education.

4. Discrimination (ILO Conventions Nos. 100 and 111 and the UN Convention on Discrimination Against Women)

4.1. There shall be no discrimination at the workplace in hiring, compensation, access to training, promotion, termination or retirement based on ethnic background, caste, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

4.2. Measures shall be established to protect workers from sexually intrusive, threatening, insulting or exploitative behavior, and from discrimination or termination of employment on unjustifiable grounds, e.g. marriage, pregnancy, parenthood or HIV status.

5. Harsh or Inhumane Treatment (UN Covenant on Civil and Political Rights, Art. 7)

5.1. Physical abuse or punishment, or threats of physical abuse, sexual or other harassment and verbal abuse, as well as other forms of intimidation, is prohibited.

6. Health and Safety (ILO Convention No. 155 and ILO Recommendation No. 164)

6.1. The working environment shall be safe and hygienic, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Hazardous chemicals and other substances shall be carefully managed. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in, the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

6.2. Workers shall receive regular and documented health and safety training, and such training shall be repeated for new or reassigned workers.

6.3. Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.

6.4. Accommodation, where provided, shall be clean, safe and adequately ventilated, and shall have access to clean toilet facilities and potable water.

7. Wages (ILO Convention No. 131)

7.1. Wages and benefits paid for a standard working week shall as minimum meet national legal standards or industry benchmark standards, whichever is higher. Wages should always be enough to meet basic needs, including some discretionary income.

7.2. All workers shall be provided with a written and comprehensible contract outlining their wage conditions and method of payments before entering employment.

7.3. Deductions from wages as a disciplinary measure shall not be permitted.

8. Working Hours (ILO Convention No. 1 and 14)

8.1. Working hours shall comply with national laws and benchmark industry standards, and not more than prevailing international standards. Weekly working hours should not on a regular basis be more than 48 hours.

8.2. Workers shall be provided with at least one day off for every 7 day period

8.3. Overtime shall be limited and voluntary. Recommended maximum overtime is 12 hours per week, i.e. that the total working week including overtime shall not exceed 60 hours. Exceptions to this are accepted when regulated by a collective bargaining agreement.

8.4. Workers shall always receive overtime pay for all hours worked over and above the normal working hours (see 8.1 above), minimum in accordance with relevant legislation.

9. Regular Employment (ILO Convention No. 95, 158, 175, 177 and 181)

9.1. Obligations to employees under international conventions, national law and regulations concerning regular employment shall not be avoided through the use of short-term contracting (such as contract labor, casual labor or day labor), sub-contractors or other labor relationships.

9.2. All workers are entitled to a contract of employment in a language they understand.

9.3. The duration and content of apprenticeship programs shall be clearly defined.

10. Marginalized Populations (UN Covenant on Civil and Political Rights, art. 1 and 2)

10.1. Production and the use of natural resources shall not contribute to the destruction and/or degradation of the resources and income base for marginalized populations, such as in claiming large land areas, use of water or other natural resources on which these populations are dependent.

11. Environment

11.1. Negative impact on the environment shall be reduced throughout the value chain. In line with the precautionary principle, measures shall be taken to continuously minimize greenhouse gas emissions and local pollution, the use of harmful chemicals, pesticides, and to ensure sustainable resource extraction and management of water, oceans, forest and land, and the conservation of biodiversity.

11.2. National and international environmental legislation and regulations shall be respected, and relevant discharge permits obtained.

12. Corruption

12.1. Corruption in any form is not accepted, including bribery, extortion, kickbacks and improper private or professional benefits to customers, agents, contractors, suppliers or employees of any such party or government officials.

13. Animal welfare

13.1 Animal welfare shall be respected. Measures should be taken to minimize any negative impact on the welfare of livestock and working animals.

13.2 National and international animal welfare legislation and regulations shall be respected.

4 Non-compliance with Quantafuel's supplier code of conduct

Breach of the Supplier Code of Conduct is considered a material breach of the Agreement and may lead to termination and liability for damages. Quantafuel will work close with our suppliers in order to ensure compliance with our framework – however our suppliers are ultimately responsible for their own outcome.

5 Revisions

Table 1 Revisions of this document

Revision number	Reason for revision	Author of revision
01	First-time issue	HC Felde

6 References

- [1] The Universal Declaration of Human Rights, ILO – International Labour Standards & UN Global Compact
- [2] ISO 37001 – Anti-bribery management systems
- [3] ISO 14001 Environmental management; ISO 50001 Energy Management; OECD – Environment; UN Sustainable Development Goals; UNFCCC – Climate Neutral Now; Carbon Disclosure Project (CDP) & Science Based Targets
- [4] OHCHR – Guiding Principles on Business and Human Rights
- [5] EU's Waste Framework Directive
- [6] EU Taxonomy; GRI – Global Reporting Initiative