



UK Renewables
Energy Group

Supplier Code of Conduct

December 2025

1. Introduction and Purpose

UK Renewables Energy Group works with a large range of suppliers (direct and indirect), contractors and sub-contractors, business partners, and products and service providers (“business partners and suppliers”) that meet its standards and quality requirements. It strongly encourages sound environmental performance, social well-being and governance (“sustainability”) practices amongst its business partners and suppliers.

UK Renewables Energy Group has developed this Supplier Code of Conduct (the “Code”) as a guide to its business partners and suppliers and to encourage compliance with items in the Code so as to bring broader improvements in sustainability practices and performance for its business partners and suppliers and the communities UK Renewables Energy Group serves.

Suppliers are required to uphold the standards and expectations outlined in this Code. UK Renewables Energy Group reserves the right to request evidence of compliance at any stage, including during the tendering process and throughout the duration of the contract.

2. Approach

UK Renewables Energy Group works with business partners and suppliers which demonstrate adherence to best practices. We encourage our business partners and suppliers to improve sustainability standards and practices, whilst respecting local traditions, cultures and norms.

UK Renewables Energy Group’s business partners and suppliers are expected to disseminate and educate the requirements of this Code to their employees, agents, sub-contractors and suppliers, and hold them accountable for any acts of non-compliance.

UK Renewables Energy Group also encourages and expects its business partners and suppliers to periodically assess themselves and their suppliers for conformance, and communicate their conformance status to UK Renewables Energy Group when requested. If non-conformance to this Code is detected, UK Renewables Energy Group will attempt to work with them to correct the situation. UK Renewables Energy Group expects the business partner or supplier concerned to develop a corrective plan to bring its operations into Code conformance. If a business partner or supplier does not develop such a plan or fails to implement it, UK Renewables Energy Group may terminate the business relationship.

2.1 Promoting Ethical Standards

UK Renewables Energy Group encourages its business partners and suppliers to act in accordance with the highest standards of ethical conduct and professionalism.

In addition to these standards, UK Renewables Energy Group reiterates the importance of being compliant with all applicable competition laws (including but not limited to the Competition Act 1998) and to avoid all forms of fraud, bribery and anti-competitive conduct. In particular, UK Renewables Energy Group’s business partners and suppliers are required to implement their own anti-fraud and anti-bribery policy and competition compliance policy and related programmes, and to verify that such policies and programmes are complied with. It also encourages its business partners and suppliers to establish their own policies, practices and systems to ensure the promotion and dissemination of their own codes of conduct, where available, within their operations.

2.2 Protecting the Rights of All Employees

Please refer to the Modern Slavery Statement for more information on UK Renewables Energy Group's standards.

Business partners and suppliers must comply with all internationally recognised human rights understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work from time to time in force in any part of its supply chain

To safeguard the rights and dignity of employees, UK Renewables Energy Group encourages its business partners and suppliers to abide by the standards and conditions detailed below:

- Ensure a fair and equitable workplace environment that is free from any form of harassment or discrimination based on but not limited to age, race or ethnic origin, disability, gender, nationality, marital status, sexual orientation, political convictions or union affiliation.
- Provide a work environment that pays due consideration to safety and minimises any health hazards or harm to employees.
- Prohibit the use of forced, prison, bonded and child labour¹ as well as any form of slavery or human trafficking, and remain in compliance with all applicable minimum age legislation.
- Abide by any legislation governing minimum wage payments, and where none is available, ensure that salaries are commensurate with experience and industry standards.
- Comply with regulation or legislation, where it is applicable, on maximum working hours.
- Implement clear, uniformly applied disciplinary practices and grievance procedures that include provisions prohibiting corporal punishment, including mental, physical or verbal abuse.
- Ensure that employees are provided with freedom of association and the right to collective bargaining. Where no such legislation on collective bargaining exists locally, appropriate channels should be made available for discussion and recourse on labour related issues.

2.3 Operating Responsibly

UK Renewables Energy Group encourages its business partners and suppliers to consider the risks posed to their operations from climate change and to actively mitigate their environmental impacts. It also reiterates to its business partners and suppliers the value brought to business in terms of more efficient resource consumption and monitoring of wastage.

UK Renewables Energy Group invites its business partners and suppliers to emulate the standards, practices and principles outlined below.

- Abide by all relevant local and national environmental legislation, regulations and in a manner that ensures environmental preservation.

¹ The term 'child' refers to any person less than 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies.

- Minimise the consumption of energy and carbon footprint from operations through the implementation of environmental policies and environmental management systems.
- Encourage the use of environmentally friendly technology that can reduce energy consumption, minimise the need for business travel, and reduce reliance on resources such as paper.
- Expand the use of environmentally friendly, recycled and/or sustainably forested materials and products in operations.
- Promote the recycling of waste while taking the necessary precautions, and ensure compliance with legislation on the handling or disposal of any hazardous materials in operations.
- Raise the awareness of environmental protection (including but not limited to pollution prevention) and biodiversity conservation, and encourage protecting the environment and conserving biodiversity through various means.
- Monitor compliance with, and provide regular training on, sustainability obligations and requirements.

2.4 Protecting Personal Data and Confidential Information

Business Partners and Suppliers must comply with all data protection laws and requirements (including the UK General Data Protection Regulation) when processing any personal data on UK Renewables Energy Group's behalf.

The Supplier shall have in place appropriate measures to:

- protect the integrity and confidentiality of information (including information belonging to or supplied by UK Renewables Energy Group) held on its systems (which include physical and online or electronic systems); and
- ensure that there is no unauthorised access of the information by third parties, including its representatives.