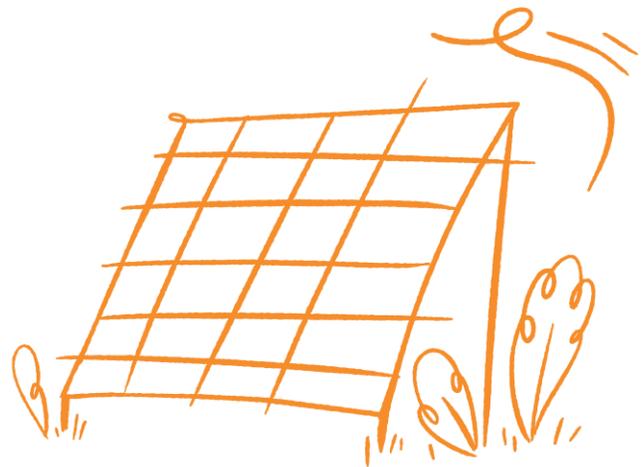


Document Title:	Supplier Code of Conduct			
Document ID:	G-03-FM-03			
Document Owner:	Caroline Buckley	Approved By:	Fran Button	
Created On:	27/06/24	Current Version:	2	

Supplier Code of Conduct



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+44 (0)1458 224 900 | info@britishrenewables.com | www.britishrenewables.com

British Solar Renewables is a trading name of BSR Group Holdings Limited | Company number 08146982

Registered at: 35 and 35a The Maltings, Lower Charlton Trading Estate, Shepton Mallet, Somerset BA4 5QE



Introduction

BSR Group Holdings Limited and its subsidiaries (“BSR, “it,” “our,” or the “Group”) exist to create abundant and accessible renewable energy which has a positive impact on people and the planet by developing, building, owning and operating renewable energy plants.

As part of its overall commitment to Environmental Social and Governance (“ESG”) and the identification, management and mitigation of ESG risks, BSR recognises that a key area where its actions as a business can have an impact on people and the planet, is through the procurement of goods and services and its supply chain.

Corporate integrity, responsible sourcing, environmental sustainability and the health, safety and wellbeing of workers are of paramount importance to BSR. These core principles are reflected in this Supplier Code of Conduct (“Code”) which establishes the minimum standards that must be met by any business or other entity that agrees to or does supply any goods, services or facilities to BSR at any time, which includes without limitation:

- Sub-contractors and consultants carrying out works on our sites.
- Suppliers of the component parts of our solar and BESS projects; and
- Our suppliers’ own supply chains and sub-contractors.

(together the “Suppliers”).

BSR’s General ESG Principles

BSR’s objective and commitment is to ensure so far as applicable and reasonably practicable that its operations, activities and conduct, and those of its Suppliers, will be carried out with a commitment to:

- protecting and enhancing the environment by minimising negative impact and maximising positive impact on the environment;
- ensuring appropriate conduct towards, positive impact on and good relationships with employees, customers/clients, Suppliers and the community in which BSR and its Suppliers operate; and
- conducting our business with integrity and high standards of business ethics, through appropriate structures, systems, processes and procedures,

(together the “ESG Commitment”).

The ESG Commitment is a fundamental principle of BSR’s business. In fulfilling the ESG Commitment, BSR seeks to:

- comply with all applicable local and national laws, rules, regulations and other measures having the force of law that are relevant to any aspects of the ESG Commitment;
- where it is practicable and appropriate to do so, establish and meet standards relevant to any aspects of the ESG Commitment which are higher than the standards imposed by law; and

- achieve continuous improvement in taking responsibility for any adverse environmental, social, governance, sustainability and economic impacts from our procurement and Suppliers.

Suppliers' Commitment

This Code sets out the minimum standards that must be met by BSR's Suppliers.

Each Supplier is required to:

- comply with this Code;
- sign and return a copy of this Code to BSR;
- ensure that it has appropriate systems in place to ensure compliance with this Code and to demonstrate such compliance;
- adopt and implement policies, standards and processes fully consistent with the Supplier's commitments set out below; and
- permit BSR to conduct audits to verify the Supplier's compliance with this Code.

Environmental

The Supplier will:

- ensure that its operations, the goods that it manufactures and the components that it incorporates into its goods comply with all applicable environmental protection laws and regulations including but not limited to climate change, waste disposal, emissions, discharges and the handling of hazardous and toxic materials and require its goods and services supply chain to do so;
- measure, and act to reduce, the carbon footprint of business activities;
- where possible, reduce consumption of resources and improve efficiency of those resources;
- promote environmentally friendly responsible purchasing within the Supplier and its goods and services supply chain;
- promote a culture of environmental awareness amongst all employees and seek to require its goods and services supply chain to do so;
- have in place a suitable environmental management system for identifying and managing environmental risks and hazards and require its goods and services supply chain to do so;
- protect the environment by preventing pollution of land, air or water via leakage of liquids gases or solids;
- minimize its negative effect on biodiversity, climate change and water scarcity;
- swiftly respond to accidents or incidents that have a potential to threaten the environment;
- manage and dispose of all waste in a responsible manner in ways that show concern for the environment;

- use packaging materials that comply with all applicable environmental laws and regulations and require its goods and services supply chain to do so;
- ensure that it safely handles and transports all hazardous or toxic materials and products and require its goods and services supply chain to do so; and
- provide advice to BSR and others as appropriate on safe handling, transportation, storage and final disposal of the Supplier's products and require its goods and services supply chain to do so.

Social

The Supplier will:

- comply with and require its goods and services supply chain to comply with, workplace health and safety laws and standards, and will take steps and require its goods and services supply chain to take steps to mitigate risks to health and safety in the workplace, prevent workplace hazards and work-related accidents and injuries;
- comply with BSR's health and safety culture (Everyone Safe, Always) and Health and Safety Policies;
- ensure staff are competent and provide the work methods, risk assessments, tools and equipment necessary to achieve the highest level of health and safety performance;
- provide reporting of accidents and incidents, when requested by BSR;
- comply with and require its goods and services supply chain to comply with, all applicable anti-slavery and human trafficking laws, statutes, regulations and codes, including without limitation the Modern Slavery Act 2015 and other laws etc. prohibiting forced or compulsory labour, child labour, bonded labour, prison labour);
- not infringe and will prohibit its goods and services supply chain from infringing, any internationally recognized human rights, including those recognised in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work;
- provide and maintain and require its goods and services supply chain to provide and maintain, a working environment free from all forms of discrimination, harassment and bullying, (e.g. union membership or political affiliation, gender, gender identity or expression, gender reassignment, sexual preference, race, colour, caste, creed, religion, nationality or national origin, ethnicity or ethnic origin, ancestry, age, marital or pregnancy status, civil partnership or disability);
- not to and require its goods and services supply chain not to, discriminate in selection, engagement, placement, training, promotion, transfer or compensation or other treatment or dealing with any employees on the basis of union membership or political affiliation, gender, gender identity or expression, gender reassignment, sexual preference, race, colour, caste, creed, religion, nationality or national origin, ethnicity or ethnic origin, ancestry, age, marital or pregnancy status, civil partnership or disability or any other characteristic;
- permit and require its goods and services supply chain to permit, employees' freedom of association, union membership and collective bargaining, in accordance with applicable laws, in order to protect or represent their interests; and

- provide and require its goods and services supply chain to provide, fair and competitive remuneration (including overtime premiums), benefits, working hours, attendance, leave and sick leave policies, ensuring as a minimum that remuneration is sufficient to cover basic living requirements and that working hours do not exceed the maximum permitted by applicable laws and industry standards.

Governance

The Supplier will:

- ensure that it and require its goods and services supply chain to ensure that it complies with all applicable local and national laws and regulations, relevant standards and codes of practice relating both generally and in particular to transparency and corporate governance;
- ensure that it has clear and effective governance for ESG;
- establish and maintain high standards of business ethics conduct, and promote a culture of integrity, honesty, ethical and responsible conduct in its business activities and behaviours;
- comply with all applicable laws relating to bribery and corruption (including the Bribery Act 2010) prohibit any bribery or corruption of, or by, any of its officers or employees and require its goods and services supply chain similarly to comply with such laws and to prohibit their officers and employees from engaging in any bribery or corruption;
- prohibit any money laundering by any of its officers or employees and require its goods and services supply chain similarly to prohibit their officers and employees; and
- comply with all applicable data protection laws and requirements (including the UK GDPR) when processing any personal data on behalf of BSR, and maintain appropriate privacy and data security measures to protect the integrity and confidentiality of information held on its systems (including information supplied by BSR and information of employees, goods and services supply chain) and ensure that there is no unauthorised access to any such information by third parties including its goods and services supply chain.

Third Party Auditing

- BSR uses EcoVadis to evaluate sustainability performance using their Corporate Social Responsibility Monitoring Programme. This is provided externally and independently by EcoVadis. Suppliers undergo a detailed assessment in environment, labour and human rights, ethics and sustainable procurement areas of their own supply chains. The results are published on the EcoVadis online portal, allowing clients such as BSR to view, analyse and where required work on improvement areas jointly with the suppliers. BSR strongly encourages all its suppliers to undertake this assessment.
- BSR is a member of the SEUK Solar Stewardship Initiative and expects Suppliers to participate in and engage with assessments as this programme develops.

Viewing and updating this Code

BSR will publish this Code (as amended from time to time) on its public website so that it is freely available to all Suppliers and others to view at any time. BSR will review this Code annually. On each occasion that this Code is updated, BSR will notify Suppliers by email that it has been updated and will provide them with a copy of the updated Code attached to that email and remind Suppliers that they can view the up-to-date Code on the BSR's public website, and the updated version of this Code will be effective 14 days after that notification.

Name of Supplier:	
Name of signatory for Supplier:	
Position:	
Signature:	
Dated:	

A copy of the Code, signed and dated on behalf of the Supplier, should be returned to BSR by email to procurement@britishrenewables.com