



RENOVA'S CODE OF CONDUCT

FOR SUPPLIERS

Renova's mission is, together with our owners, to take responsibility for recycling and waste over the long term. We deliver community benefit through business activities and actively contribute to long-term sustainable development within our owners' region. We wish to build long-term relations with supplies, which are mutually beneficial and based on common values.

In order to maintain high business ethics, handle environmental matters responsibly, protect human rights as well as promote health and safety, Renova has prepared a code of conduct for suppliers.

This code of conduct is based primarily on our vision and company policy, but also on the principles in UN's Global Compacts and the core conventions of International Labour Organisation (ILO).

Renova regards legal requirements and conventions within these areas as minimum requirements, which show the way within sustainable entrepreneurship. Therefore, we would like our supplies to take greater responsibility than just meeting the minimum requirements.

Compliance and follow-up

Renova may follow up suppliers' compliance with this code of conduct. In case of a follow-up, The supplier shall submit all requested information and contribute to fruitful cooperation.

If Renova becomes aware of any actions or circumstances, which are inconsistent with this code of conduct, we may demand that the supplier take the necessary measures.

Renova has the right to terminate

procurement or any other agreements with suppliers and/or companies in the same group, if the code of conduct is not followed. In such cases, the supplier does not have the right to invoke any claims against Renova.

Your responsibility as supplier

The code of conduct applies to all entrepreneurs, subcontractors, suppliers and sub-suppliers of Renova AB and Renova Miljö AB. As a supplier to Renova, you must know what the code of conduct means and you must implement it in all assignments and deliveries for us. As a supplier, you are also responsible for ensuring that any sub-suppliers follow the content of the code of conduct.

We encourage you to work preventively and to constantly implement improvements in the areas described in the code of conduct.

You should also have a system for handling, resolving and preventing identified defects and non-compliances.

We urge our suppliers to prepare their own code of conduct or guidelines based on Renova's code of conduct.



OUR VISION

We value everything
- for a sustainable tomorrow

OUR CORE VALUES

Renova's approach governs the way we act and comprises the following:

Overall perspective

We see how our mission affects others and we contribute to the common good.

Commitment

We care and contribute to continuous improvements.

Together

We cooperate with our colleagues, and treat both internal and external customers well.

Responsibility

We know what our mission is and who we are here for. We take responsibility for our assignments and keep our promises.

Please note that "Renova" refers to both Renova AB and Renova Miljö AB.
Version 1.0



Business ethics

Acting responsibly and ethically in all our relationships and following good business practices go without saying for Renova. We do not accept any form of corruption or bribery. We strive to achieve long-term business relations in order to create added value for customers and owner municipalities, and to contribute to business and societal benefits.

As a Renova supplier, you must:

- conduct a legitimate business.
- have zero tolerance for bribery, corruption, money laundering and illegal payments.
- follow competition legislation, thereby running a business in fair competition with other operators.
- avoid situations, which may lead to conflict of interest.
- ensure that reports, documents and invoices to Renova are correct and complete.
- protect confidential information, with which you have become familiar through Renova, our customers or other parties.

If you suspect any irregularities concerning Renova, please inform your contact person at Renova. If, for any reason, you believe that you cannot report to your contact person, please contact Gothenburg City's Whistleblowing Service. All forms of reprisals against a person filing a report are forbidden.



Health and safety

Renova works for a safe, sound and pleasant working environment for both our colleagues and for the people within or affected by our activities.

As a Renova supplier, you must:

- follow current environmental legislation, health and safety laws or international work environment standards adopted by recognised international bodies such as ILO, depending on what provides highest protection.
- ensure that all employees and sub-suppliers have the competence, training and equipment necessary to perform their tasks in a safe manner.
- always follow Renova's safety instructions, where relevant.
- Have zero tolerance towards alcohol and drugs at work.



Environmental responsibility

In addition to complying with laws and regulations, Renova shall actively strive to meet ambitious local, national and international environmental targets. Everything we do at Renova has a clear connection aimed at reducing the negative impact on the environment. This applies regardless of whether we transport, repair, process waste processing, sell environmental know-how to our customers or have any other assignments. Renova considers that everyone has equal value and equal rights.

As a Renova supplier, you must:

- strive to reduce your energy and resource consumption, as well as your waste and emissions into soil, air and water.
- strive to reduce your company's climate impact.
- work preventively by continuously improving your environmental work, including development of the products and services being provided.
- must replace chemicals, technology and methods, which have a negative impact on the environment, with less environmentally-burdening alternatives to the greatest extent possible.
- handle chemical products in a safe way for people and the environment, avoid products containing phase-out- and priority risk-reduction substances.



Human rights

Renova considers that everyone has equal value and equal rights. We see the value in everyone's different experiences and skills and safeguard people's right to be who they are. Harassment, threats or any other inappropriate conduct is not acceptable. We support and respect the protection of human rights and the fundamental rights and freedoms all people have.

As a Renova supplier, you must:

- not accept any form of harassment at the workplace.
- promote equal opportunities for all regardless of sex, transgender identity or expression, sexual orientation, ethnic background, belief, functional disability or age.
- respect the right of employees to organise in any trade union and to bargain collectively.
- offer work conditions, working hours, salaries and benefits in accordance with applicable
- national and local regulations, as well as with relevant ILO conventions.
- not tolerate any form of human trafficking, child labour and forced labour.