



# Supplier Principles

Corio Generation

23rd June 2023

**CORIO**

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<b>Policy owner:</b>	Head of Procurement and Contracts
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<b>Approver:</b>	CEO approval
<b>Document statement:</b>	This document outlines the principles expected for those suppliers and partners who wish to work with Corio.
<b>Application:</b>	<p>This document establishes the general principles and procedures to be adopted by Corio Suppliers and Partners.</p> <p>This policy is not for distribution outside Corio without prior approval of the Policy Owner.</p>
<b>Supporting Policies and Procedures:</b>	<p><a href="#">Corio Third Party Due Diligence Procedure</a></p> <p><a href="#">WHSES Policy</a></p> <p><a href="#">Code of Business Ethics &amp; Conduct: Genuine Accountability in Leadership and Ethics (GALE)</a></p> <p><a href="#">Corio Procurement and Contract Governance Policy</a></p>

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## 1. Purpose

Corio Generation Limited (“Corio”) is committed to being a global leader in offshore wind that adheres to the highest standards of safety, ethics, integrity, and accountability within its supply chain. Consistent with [Corio’s Code of Business Ethics & Conduct: Genuine Accountability in Leadership and Ethics \(GALE\)](#), these Supplier Principles aim to help Corio uphold its core principles through supplier relationships create long term, sustainable value for our shareholders, partners, community, and suppliers.

Corio has a robust risk management framework and expects our suppliers to take a proactive approach to mitigating and managing risks. This should include systems and procedures for identifying, assessing, managing, and mitigating risks in relation to the areas identified in these Principles.

Corio is committed to continuous improvement. Accordingly, this document is subject to modification from time to time. Suppliers will be requested to acknowledge the latest Principles at the time of entering a contract, renewing their contracts, or upon significant changes to these Principles, as communicated by Corio from time to time.

## 2. Application

Suppliers providing goods and services to Corio globally (“Suppliers”) are expected to:

- Comply with all applicable laws, including those related to human rights, environment, workplace health and safety, and anti-bribery and corruption (“ABC”) laws;
- Promptly notify Corio of any breaches of applicable laws and take reasonable steps to address and remediate such breaches;
- Maintain relevant policies and standards that cover the topics addressed in these Principles;
- Be able to demonstrate compliance with these Principles when completing a tender request, during risk profiling or onboarding, and throughout the life of the arrangement, if requested;
- Make continuous improvements in the areas identified in these Principles; and
- Explain these Principles to their employees and subcontractors and ensure adoption of the same.

## 3. General Expectations

Corio is committed to continuous improvement in human and labour rights, preservation of the environment, and conducting operations with integrity. This commitment aligns with the [United Nations’ Global Compact](#) and the [Dhaka Principles for Migration with Dignity](#), based on the [UN Guiding Principles on Business and Human Rights](#) and core International Labour Organisation (ILO) standards.

The UN Guiding Principles on Business and Human Rights provide a universally accepted framework for operational due diligence, which can be applied to identify, prevent, mitigate, and remedy adverse impacts on the human rights and concepts expressed in these Principles. As such, Corio recommends that Suppliers embed the content of these Principles into their own operations through the introduction of policies, management systems, and grievance mechanisms appropriate to their sector and size. Suppliers are responsible for ensuring compliance with these Principles by its employees and subcontractors. In addition, Suppliers are expected to apply appropriate due diligence measures to ensure that its own contractors and suppliers comply with (or adhere to) these Principles.

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Corio expects Suppliers to maintain awareness of and comply with all applicable laws, rules, and regulations. If any applicable laws, rules, or regulations conflict with the specific expectations of these Principles, Suppliers shall adhere to applicable laws while seeking to honour the spirit and intent of the concepts set forth in these Principles.

## 4. Business Conduct and Ethics

Corio expects Suppliers to operate their business legally, ethically, and transparently. This includes adherence to Corio's core principles set forth in its Code of Business Ethics & Conduct.

As part of this commitment, Suppliers must adhere to the following standards of business conduct and ethics.

### 4.1 Financial Crimes

Consistent with Suppliers' obligation to comply with all relevant laws and regulations, Suppliers must commit to complying with all applicable laws related to the prevention of bribery and corruption, economic sanctions, export controls, anti-money laundering and counter-terrorism financing (AML/CTF), the facilitation of tax evasion, and fraud (collectively, "Financial Crimes"). Suppliers must not engage in any activity that contravenes applicable Financial Crimes laws.

- **Bribery and Corruption:** Suppliers must not give, offer, promise, accept, request, or authorise a bribe, kickback, or facilitation payment, whether directly or indirectly through intermediaries, to anyone, including Public Officials. Suppliers must have zero tolerance for bribery and corruption and must implement appropriate controls to identify, mitigate, and manage ABC risks, including adequate procedures to identify and report red flags and prevent persons associated with the Supplier (e.g., employees or subcontractors) from engaging in bribery or corruption.
- **Sanctions and Export Controls:** Corio expects Suppliers to ensure that business is conducted in a manner that does not violate UN, EU, UK, US, or Australia economic or trade sanctions and to inform Corio should they ever become subject to international sanctions.
- **Fair Competition:** Suppliers must not tolerate conduct that improperly excludes or reduces fair competition in any market, which includes, but is not limited to, bid rigging, price fixing or signalling, market sharing, improper sharing of confidential information, or abuse of market power.

### 4.2 Conflicts of Interest

Suppliers are expected to act with integrity and ensure that none of their employees improperly benefit personally from separate business activity related to the Supplier's relationship with Corio. Suppliers must avoid or disclose to Corio and appropriately manage any actual or potential conflicts of interests arising due to either personal or business relationships.

## 5. Grievance Mechanism

Suppliers are expected to have a whistle-blower policy or other mechanism in place enable reporting of concerns about suspected misconduct associated with the Supplier's business activity or any other aspects of the Supplier's operations that do not conform to the standards set forth in these Principles. Suppliers must not retaliate against employees, subcontractors personnel or other persons who raise concerns in good faith.

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## 6. Human Rights

Corio supports fundamental human rights as set out in the Universal Declaration of Human Rights and core ILO conventions. In line with the UN Guiding Principles on Business and Human Rights, Corio recognises the duty of States to protect human rights and the responsibility of businesses to respect human rights.

### 6.1 Child Labour

Suppliers should not under any circumstances use child labour (in accordance with the ILO Convention No. 138 concerning the Minimum Age for Admission to Employment) and must not engage in subcontracting that engages child labour in service delivery or manufacturing.

### 6.2 Forced Labour and Human Trafficking

Suppliers should not use any form of forced or involuntary labour and are expected to give local and migrant workers the right and ability to leave employment when they choose, in line with the Dhaka Principles.

### 6.3 Non-discrimination

Suppliers should provide a workplace where all employees have access to equal opportunities free from harassment, discrimination and bullying, whether on the basis of gender, age, disability, ethnicity or cultural affiliation, sexual orientation, belief, educational background or any other basis.

### 6.4 No retaliation

Suppliers should ensure employees and subcontractors' employees are treated with respect and are protected from retaliation if concerns are raised about business conduct.

### 6.5 Freedom of association

Suppliers should respect their employees' right of freedom of association. Suppliers shall not discriminate against worker representatives and employees who choose to affiliate or not affiliate with trade unions or other organisations promoting workers' rights.

### 6.6 Fair compensation

Suppliers should provide fair and appropriate pay and benefits that match local living wages.

### 6.7 Working Hours

Suppliers should ensure that all overtime work is voluntary, and employees are not required to exceed the local legal limits for regular and overtime hours.

### 6.8 Community relations

Suppliers shall engage and consult with potentially affected local communities, including indigenous peoples, and avoid causing or contributing to negative impacts on their human rights. This may include impacts on culture, the environment, natural resources, land, infrastructure, or other factors that are important to the fulfilment of human rights for local communities, including their health and livelihoods.

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## 7. Workplace Health and Safety

In addition to complying with all applicable workplace health and safety laws, Suppliers are expected to provide a healthy and safe working environment for their employees and to mitigate health, safety, and wellbeing risks as far as reasonably practicable.

Where relevant, Corio will work with Suppliers to ensure appropriate workplace health and safety controls are in place.

Based on the type of goods or services provided to Corio, Suppliers may be required to provide additional evidence of work, health, and safety management systems and adhere to site-specific requirements

## 8. Environment

Corio is committed to ensuring environmental risks are managed responsibly and expects Suppliers with significant environmental impacts to identify, assess, manage, and communicate their environmental performance. This should cover the impacts of goods and services, including the environmental impact of operations resulting from the goods or services. Corio expects Suppliers to:

- Demonstrate compliance with all applicable environmental laws, regulations, and relevant international standards.
- Make available relevant information regarding the environmental credentials of the goods or services provided to Corio.
- Have an effective environmental policy and/or environmental management system in place to support environmental protection and mitigate environmental risk; and
- Seek opportunities to improve the environmental performance of goods or services regarding sustainable production, transportation, operation and disposal or termination.
- Provide access to emergency response, including environmental, fire, and conditions of abnormal emission and dispersion, exceeding air quality criteria.
- Provide access to immediate measures to protect human health and the environment.

## 9. Assessment and Compliance

Corio reserves the right to carry out compliance audits or assessments as necessary to ensure alignment to the Principles or compliance with applicable laws and regulations. Corio expects Suppliers to respond and cooperate when action is required before, during, or as a result of these assessments. This may include correction of any deficiencies identified by an internal or external audit, assessment, inspection, investigation, or review in a timely manner.

Where a Supplier is involved in, or exposed to, significant environmental, social, or governance issues, the Supplier should notify Corio as soon as practical.

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In the event of any non-compliance with the requirements of these Principles and/or applicable laws and regulations, Corio reserves the right to reconsider its business relationship with the Supplier.

Corio recognises that compliance with these Principles may take time for some Suppliers, and we commit to work with our Suppliers to help them implement remediation plans to achieve compliance.

## 10. Raising Concerns about improper conduct

Corio's Suppliers, their employees, and subcontractors can confidentially report concerns about improper conduct by Corio, the Supplier, or any other party in the supply chain. Improper conduct includes a breach of law, a breach of Corio's policies (including these Principles), conduct that may endanger the health and safety of any person or the environment, financial malpractice, or unethical behaviour. If anyone wishes to raise a concern or complaint, they may contact Corio ([whistleblowing@coriogeneration.com](mailto:whistleblowing@coriogeneration.com)) or use the independent, external whistleblowing service at <https://coriogeneration.integrityline.com>. The Corio IntegrityLine site is available in 14 languages and concerns may be raised anonymously. Corio strictly prohibits retaliation of any kind against anyone who raises concerns in good faith.