

SUPPLIER CODE OF CONDUCT

Aii Energy Systems Oy (later AES) is a subsidiary of a Finnish family-owned company Aii Corporation Oy. AES delivers high-quality solar power systems to the corporate sector.

This document sets up the values and principles that AES intends to implement in its supply chains. The Supplier Code of Conduct is based on international conventions such as key UN conventions, UN Guiding Principles for Business and Human Rights and International Labor Organization (ILO) conventions and recommendations.

The principles set in this document help AES's suppliers, partners, and subcontractors to make ethical and sustainable decisions in their operations. AES requires all suppliers to engage with these principles. It is AES's suppliers' responsibility to inform their subcontractors about this Code of Conduct.

To monitor suppliers' compliance with these requirements, partners shall allow unannounced on-site visits by AES or independent third party to conduct audits. Refusal to cooperate or repeated violations of the Code of Conduct may lead to termination of the business relationship with AES.

GOVERNANCE RELATED REQUIREMENTS

All AES suppliers must follow the national laws and regulations of the countries in which they operate. Suppliers are also expected to act in accordance with highest business ethics standards. Suppliers shall provide accurate and relevant financial and other information about their business operations and compete fairly and ethically in all respects.

Suppliers agree to handle personal and other confidential data appropriately. Data security is ensured by appropriate technical and administrative measures.

Any form of bribery, corruption or money laundering is not acceptable. Suppliers shall establish and maintain policies and procedures that prevent above mentioned action in all business processes. Anti-grey economy efforts must meet the legislative requirements and partners shall adapt proactive approach to prevent grey economy.

WORKFORCE RELATED REQUIREMENTS

All AES suppliers shall have a written employment contracts with all employees. Employment contracts must be written in the local language and include the employment terms and conditions.

AES does not accept any forced or non-voluntary labor. Every employee shall be treated with respect and dignity. Suppliers shall ensure that migrant workers have the same entitlements as local employees. All workers shall have right to leave work and freely terminate their employment without any punishment.

All AES suppliers shall respect the employees right to form or join associations of their own choosing and negotiate collectively. Discrimination against workers because of being a member of trade union is not allowed.

AES does not accept child labor. Suppliers shall not employ children younger than 15 years. All suppliers must ensure that they do not employ anyone below this age. They must follow the legal limitations on the employment of persons below the age 18. Where young workers are employed, suppliers should ensure that the kind of work is not harmful to their health and their working hours do not prejudice their attendance at school.

AES suppliers shall ensure that workers are not asked to work more than agreed regular hours per week. Overtime work must be voluntary for employee and compensated in accordance with the law. Workers shall have the right to resting breaks in every working day and the right to at least one day off in every seven days.

All AES suppliers shall ensure that the workers receive fair salary that is sufficient to provide them with a decent living. Wages must be paid regularly on time, according to regular working hours and shall equal the skills, education, and experience of the employee.

HUMAN RIGHTS RELATED REQUIREMENTS

AES does not accept any discrimination. Suppliers shall not discriminate employee because of gender, age, religion, ethnic background, pregnancy, disability, social background, sexual orientation, political opinions, diseases, or any other condition that could give rise to discrimination.

All AES suppliers shall ensure a safe and healthy work environment for all employees. The premises must be regularly maintained and cleaned and must provide a healthy working environment.

Hazardous equipment or unsafe working environment are not accepted. Relevant first aid equipment must be available. Emergency exits must be clearly marked and unblocked. Everyone must have right to exit the premises from imminent danger without seeking permission.

ENVIRONMENT RELATED REQUIREMENTS

All AES suppliers must respect the environment and comply with all environmental laws in the countries in which they operate. Suppliers must have all relevant environmental permits for their operations.

Water as a scarce resource should be used as efficiently as possible. Suppliers must ensure that all wastewater is disposed according to the local legislation.

Energy efficiency should be considered through whole value chain of a product / service, and fossil fuels should be replaced with renewables whenever possible. Energy saving methods should be part of suppliers' business processes.

Suppliers shall work to improve resource efficiency and reduce waste during their production. All waste must be taken care of in responsible manner and in accordance with local laws. There should be a material safety data sheet (MSDS) available on site where the chemicals are used.

AES does not accept any cruelty to animals during production process. Suppliers shall ensure that all animal products are from animals that are treated according to the animal welfare laws and international recommendations.

COMMITMENT TO THE CODE OF CONDUCT

Signing the Code of Conduct is mandatory for all parties having a business relation or partnership with Aii Energy Systems Oy. Please submit the signed Code of Conduct to Aii Energy Systems Oy.

Place and date

Signature and title

Company name