

Superior Renewable Code of Conduct

1 Scope

Superior Renewables A/S is committed to maintaining the highest standards of integrity and professionalism in all its operations. This Code of Conduct outlines the principles and standards of behavior expected of all employees, contractors, and business partners. Adherence to these guidelines is essential for fostering a positive and ethical work environment.

2 Objective

At Superior Renewables A/S and other entities, our mission is to uphold the highest standards of ethical behavior and integrity. We take pride in fostering a workplace built on respect, inclusion, and professionalism. By adhering to this Code of Conduct, we can achieve our mission of being a trusted and responsible partner in the energy industry.

References - Superior Renewables QMS

to: –

4 Definitions

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3 Responsibility

- Management

4 Description

This policy is made to support HSEQ responsibility and management with a set of criteria in the process of setting the company policy for code of conduct.

4.1 Zero Tolerance Policy

Superior Renewables A/S has a zero-tolerance policy for any form of workplace violence, harassment, or bullying. Employees, contractors, and visitors who engage in such behavior will face disciplinary action, including termination of employment or contract, and possible legal action.

5. Ethical Business Practices

5.1 Compliance with laws and regulations

- All employees must comply with all applicable laws, regulations, and industry standards in every location where Superior Renewables operates.



- Employees should seek guidance from Superior Renewables Head Quarter if there is any uncertainty regarding the application of laws or regulations.

5.2 Fair Competition

- Superior Renewables is committed to fair competition and will not engage in practices that unlawfully restrict competition.
- Employees must avoid actions that could be perceived as anti-competitive, including price fixing, market allocation, and bid rigging.

5.3 Anti-Corruption

- Bribery and corruption in any form are strictly prohibited. Employees must not offer, give, solicit, or accept any form of bribe or kickback.
- Any gifts or entertainment provided to business partners must be lawful, reasonable, and not intended to improperly influence business decisions.

6 Respect for Human Rights

6.1 Non-Discrimination

- Superior Renewables is committed to providing a work environment free from discrimination and harassment. All employment decisions must be based on merit and qualifications without regard to ethnicity, religion, gender, sexual orientation, age, disability, or any other protected characteristic.

6.2 Racism and sexism

- Superior Renewables do not accept any disrespect against someone based on their race, gender, or any other personal characteristic undermines the inclusive environment.

6.3 Bullying

- Whether it's verbal, physical, or psychological is unacceptable and has no place in our workplace.
- Every individual has the right to feel safe, supported, and respected.
- We expect all employees to treat each other, our clients, and our partners with dignity and respect.
- Or in any other way act within malicious intent towards another employee or outside party while representing Superior Renewables A/S

5.2 Safe and Healthy Workplace

- We prioritize the safety and health of our employees. All employees must adhere to safety protocols and report any unsafe conditions or practices.
- Regular training and equipment checks are mandatory to ensure a safe working environment

5.3 Labor Practice

- Superior Renewables adheres to fair labor practices, including the prohibition of child labor, forced labor, and human trafficking.
- Employees are entitled to fair wages, reasonable working hours, and the freedom to associate and bargain collectively.

6 Environmental Responsibility

6.1 Environmental Protection

- We are committed to minimizing our environmental footprint. Employees must follow environmental policies and procedures to ensure compliance with environmental laws and standards.
- Efforts to reduce waste, conserve energy, and promote sustainability are encouraged across all operations.

6.2 Sustainable Practice

- Superior Renewables supports and implements sustainable practices in all aspects of its business. This includes the use of renewable energy sources, sustainable materials, and environmentally friendly technologies.

7. Confidentiality and Information Security

7.1 Protection of information

- Employees must protect the confidentiality of Superior Renewables' proprietary information, as well as any confidential information entrusted to us by customers, suppliers, or other business partners.
- Information must be used only for its intended purpose and shared only with authorized personnel.

7.2 Data Privacy

- Superior Renewables is committed to protecting personal data. Employees must comply with data protection laws and company policies regarding the collection, use, and storage of personal information.

8. Conflict of interest

8.1 Avoidance of Conflicts

- Employees must avoid any situation that could lead to a conflict of interest or the appearance of a conflict of interest. Personal interests should not interfere with the interests of Superior Renewables.
- Any potential conflicts of interest must be disclosed to management promptly.

9. Community and Engagement and Social Responsibility

9.1 Community Involvement

- Superior Renewables encourages employees to participate in community service and charitable activities. We aim to make a positive impact on the communities in which we operate.
- Partnerships with local organizations and stakeholders are encouraged to support community development and social responsibility initiatives.

10. Implementation and Compliance

10.1 Reporting Violence

- Employees are encouraged to report any violations of this Code of Conduct or any unethical behavior. Reports can be made anonymously and without fear of retaliation.
- All reported violations will be investigated promptly and thoroughly.

10.2 Accountability

- Compliance with this Code of Conduct is mandatory. Violations may result in disciplinary action, up to and including termination of employment.

11. Outcome

Superior Renewables A/S and entities are dedicated to upholding the highest standards of ethical behavior and integrity. By adhering to this Code of Conduct, we can achieve our mission of being a trusted and responsible partner in the energy industry.

Jan Steensen

CEO

Superior Renewables A/S

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