

Supplier Code of Conduct Stedin Group

Together with our Suppliers, we are
working towards a sustainable value chain

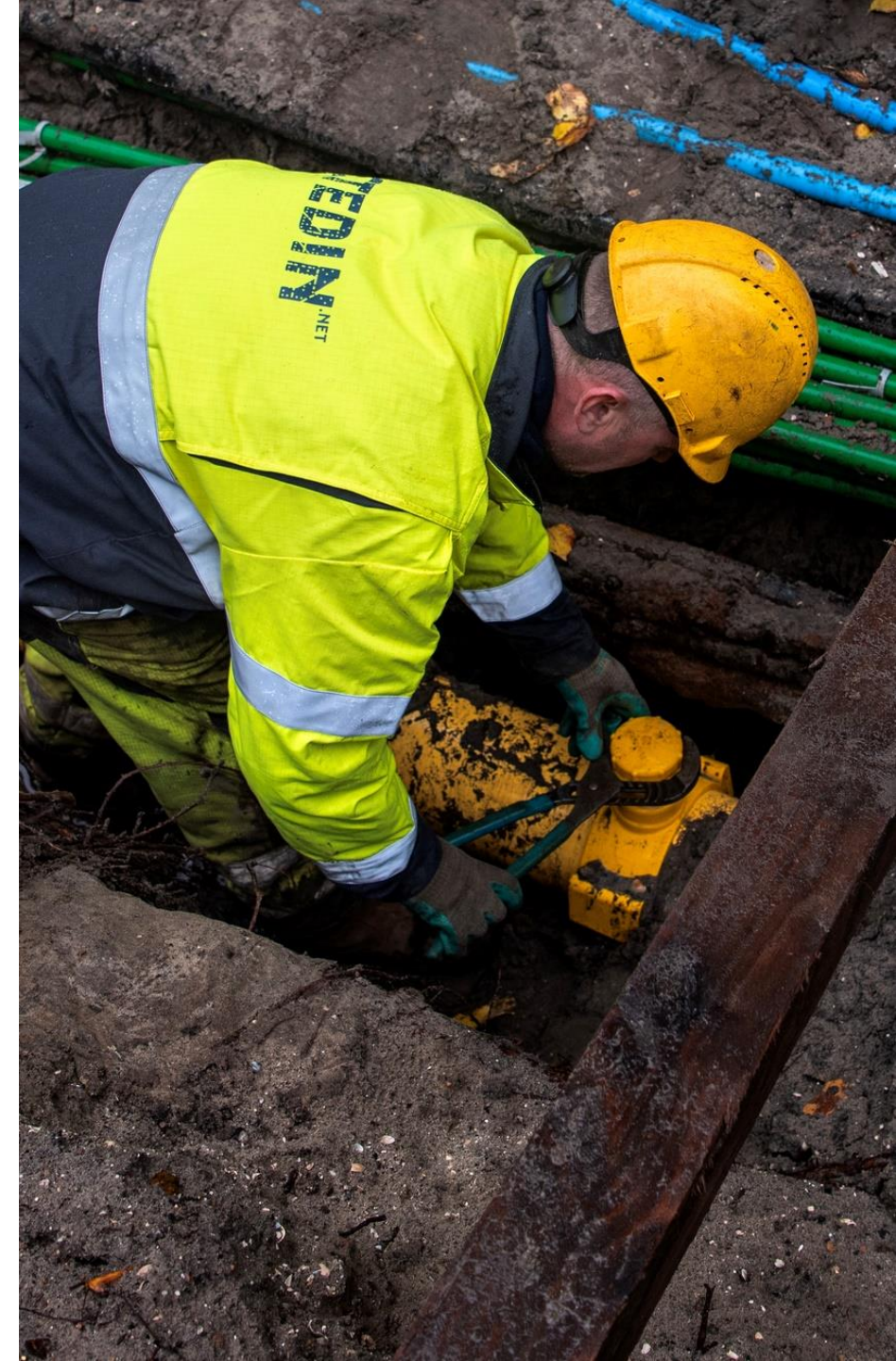
April 25, 2024





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Introduction

At Stedin, we set great store by our working relationships with suppliers, we respect internationally recognised human rights, and we believe business relationships should be respectful, honest and transparent. These principles, which we refer to as responsible business conduct, are taken into consideration in all our actions. This Supplier Code of Conduct is based on the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights as adopted by the United Nations, and standards and policies developed by the International Labour Organization.









Stedin's ESG strategy

Stedin introduced a new environmental, social & governance (ESG) strategy in December 2023. The full text of the strategy can be found [here](#). The success of our ESG strategy is dependent on our working relationships with suppliers. Working together allows us to gain greater insight into our impact in the area of ESG, and this is important to suppliers as well as Stedin.




Our ESG principles

At Stedin, we shape our working relationships in a way that takes account of the interests of people and the planet, with the aim of optimising the positive impact and minimising the negative impact. In order to achieve that aim, Stedin and our suppliers:

-  comply with our ESG strategy;
-  comply with all applicable legislation and regulations;
-  comply with this Supplier Code of Conduct; and
-  make reasonable efforts to do everything necessary to mitigate potential and/or actual negative consequences for people and the planet, insofar as that is not already specified elsewhere in this Supplier Code of Conduct or our ESG strategy.

Specific ESG-related topics

Every working relationship is unique. Our Sourcing & Vendor Management department considers the following matters separately for every existing or potential working relationship:

-  The ESG objectives that contribute to our ESG strategy. Stedin uses a [KPI menu](#) for this purpose.
-  We carefully consider whether these ESG objectives are attainable for our suppliers.
-  We also consider how we can provide our suppliers with support in this area.

Stedin retains the right to implement improvement initiatives in every working relationship. This is always done in close consultation with our suppliers, and is always based on the criterion that the initiatives should enhance our working relationship.



Due diligence in the area of sustainability

Stedin and its suppliers acknowledge that legislation and regulations may require them to carry out ESG due diligence into our working relationship. This involves:



Taking appropriate measures to identify, avoid and/or mitigate risks related to potential and actual negative consequences for human rights and the environment.



Any potential negative consequences that are identified are mitigated by our suppliers.



Whenever actual negative consequences are identified, appropriate measures are taken to stop their negative impact. If the negative impact cannot be rectified, it is minimised by our suppliers.



Stedin and its suppliers keep each other informed about each activity, in accordance with this section of the Supplier Code of Conduct. Our suppliers are aware that Stedin may request detailed information and use that information to comply with its obligations in the area of due diligence.

Reporting

Stedin and its suppliers acknowledge that legislation and regulations may require the sharing or disclosure of ESG-related aspects of business operations. On request, our suppliers will provide information that we require in the context of ESG-related aspects of our working relationship and will do so within a reasonable period of time. The definition of 'a reasonable period of time' is determined jointly by Stedin and its suppliers. Information on ESG-related aspects is supplied in a specific format and to a specific level of detail so that Stedin can use the information to comply with disclosure requirements. Stedin will not use that information for any other purpose and will not keep that information for longer than the minimum retention period specified in relevant legislation and regulations.



Governance

Stedin and its suppliers appoint people to act as contacts for the ESG-related aspects of our working relationship. These contacts:



ensure our ESG principles are put into practice;



are well-informed about the ESG-related topics we have reached agreement on with our suppliers;



arrange for us to meet up with our suppliers as necessary; and



maintain close contact with all relevant people (such as stakeholders at an operational, tactical and strategic level) with the aim of obtaining relevant information and insights related to ESG-related topics and achieving shared goals.

Compliance

In all its working relationships, Stedin expects its suppliers to comply with this Supplier Code of Conduct. Stedin has the right to verify compliance with this Supplier Code of Conduct by paying regular visits to businesses, conducting audits and requesting ESG reports. By working with Stedin, the supplier declares that it is familiar with the content of this Supplier Code of Conduct and that it will cooperate in implementing any improvement plans. Suppliers are expected to report any violations of this Supplier Code of Conduct that are known to them to their ESG contact at Stedin. If it is discovered that a supplier is failing to comply with this Supplier Code of Conduct on a structural basis, this will have consequences for the continuation of that supplier's relationship with Stedin.



Information about this document

This document was signed on April 25, 2024 by:
Danny Benima – CFO
Marleen Baars – Supply Chain Director
Monique Kootker – Manager of Sourcing and Vendor Management

Sources

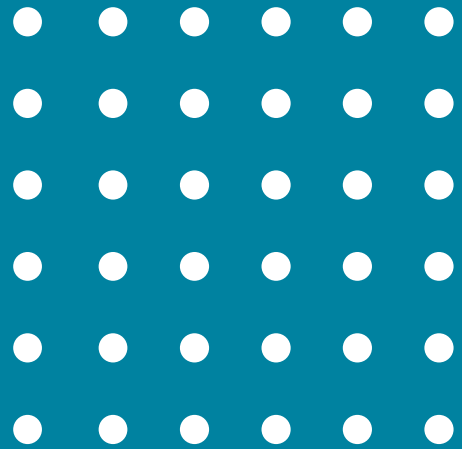
- OECD Guidelines (Dutch site): <https://www.oesrichtlijnen.nl/>
- UN Guiding Principles: <https://www.ohchr.org>
- International Labor Organization: <https://www.ilo.org>

Further information

To find out more, please get in touch with your ESG contact or send an email to FM_duurzaamheid@stedin.net

Members of the press who have questions can send an email to pers@stedin.net





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