

SUPPLIER DECLARATION

Pecan Energies shall comply with all applicable laws and regulations and conduct its business with integrity, respecting cultures, dignity, and rights of individuals everywhere we operate. Pecan Energies strives to ensure that our suppliers and sub-suppliers share our commitment to safety, integrity, ethics, and compliance. Thus, suppliers are expected to adhere to standards which are consistent with the Pecan Energies Supplier Declaration and its key principles relevant for suppliers which are laid out in this document.

Compliance with Laws

As a supplier to Pecan Energies, we will comply with all applicable laws and regulations, act ethically and in a sustainable and socially responsible manner. We will respect internationally recognized human rights and shall avoid being complicit in human rights abuses of any kind. The supplier shall respect the personal dignity, privacy, and rights of everyone. Where the provisions of applicable local laws and these principles address the same subject, and are not in conflict, the highest standard shall be applied.

Corruption and Improper Payments

As a supplier to Pecan Energies, we shall comply with applicable laws and regulations concerning bribery, corruption, fraud, and any other prohibited business practices. We will not request, accept, or receive any improper advantage to allocate business or other advantages in the conduct of business. Further, we will not offer, promise, or give any improper advantage to public officials or any individuals or corporate entities within the private sector, to obtain or retain business or any advantage in the conduct of business. This applies regardless of whether the improper advantage is offered directly or through an intermediary. We will not make political contributions to influence decisions made by or on behalf of Pecan Energies.

Money Laundering

The supplier shall be firmly opposed to all forms of money laundering and shall take steps to prevent its financial transactions from being used by others to launder money.

Competition

The supplier shall under no circumstances cause or be part of any breach of general or special competition regulations, such as illegal cooperation on pricing, illegal market sharing or any other behaviour that is in breach of relevant competition laws.

Gifts, Hospitality and Expenses

As a supplier to Pecan Energies, we are aware that Pecan Energies does not accept any gifts from its suppliers. We will therefore not offer gifts and other favours to Pecan Energies, Pecan Energies' employees, representatives, partners, or anyone closely related, except for promotional items of minimal value.

Hospitality such as social events, meals or entertainment may be offered if there is a clear business reason and the costs are kept within reasonable limits. Travel, accommodation, and other expenses for individuals representing Pecan Energies, will always be paid by Pecan Energies, unless other arrangements are agreed in the contract.

Gifts, hospitality, expenses, or other favours shall never be offered or received in connection with contract bidding, evaluation, or award.

Conflict of Interest

As a supplier to Pecan Energies we, and our employees, will not take part in or seek to influence any decision in circumstances that can give rise to an actual or perceived conflict of interest. If we become aware of potential conflict of interest, we will notify Pecan Energies without delay.

Health and Safety

As a supplier to Pecan Energies, we will work ambitiously, through continuous improvement, for a healthy, safe, and secure work environment which as a minimum is in accordance with applicable laws and regulations. As a supplier to Pecan Energies, we will strive to have the best possible management system for HSE.

Environment

As a supplier to Pecan Energies, we will work to minimise negative impacts on the environment, taking into consideration the full life cycle of our products. We will work to achieve energy efficiency and minimize harmful discharge, emissions, and waste production. We will comply with national environmental legislation and discharge permits.

Minimum Age of Labour

As a supplier to Pecan Energies, we will not employ children below the age of 16. We shall secure that persons under the age of 18 do not perform any hazardous work.

Forced Labour

As a supplier to Pecan Energies, we will not engage or employ people against their own free will, nor will personnel be required to lodge “deposits” or identity papers upon commencing employment. As a supplier to Pecan Energies, we will not engage or employ people through any form of forced, bonded or prison labour.

Freedom of Association & Right to Collective Bargaining

As a supplier to Pecan Energies, we recognise our employees’ rights to form and join trade unions and to be represented in collective bargaining agreements, and equally their right to remain nonunionised. We will consult with employees and their trade unions on relevant matters and will provide our employees with opportunities to influence their work situation. Where the right to freedom of association and collective bargaining are restricted under national law, the Supplier shall allow workers to freely elect their own representatives.

Employment Practices

As a supplier to Pecan Energies, we will comply with local law and agreements regarding working hours and ensure that working hours are not excessive. We will ensure that wages paid to employees and hired labour are considered fair and in compliance with local law and agreements. We will ensure responsible housing and accommodation arrangements for our own and subcontractors’ work force in line with local legislation and tariff agreements. As a supplier to Pecan Energies, we will offer vacation time, leave periods and holidays to our employees consistent with applicable local law and/or agreements. All employees will be free to leave their employment after giving reasonable notice.

As a supplier to Pecan Energies, we will secure that all our employees are provided with written agreements of employment setting out employment conditions in a language understandable to the employee and have access to effective grievance mechanisms.

Non-Discrimination

As a supplier to Pecan Energies, we will treat our employees and hired labour equally and fairly. We will not accept any form of harassment or discrimination based on age, gender, religion, or any other reason. We will promote equal opportunity and fair treatment in employment and occupation for our employees and hired labour, including migrant workers.

Minority Rights

As a supplier to Pecan Energies, we will pay special attention to the rights, requirements, values and integrity of indigenous peoples and other minority groups affected by our operations. To the extent our work may affect indigenous peoples or other minority groups, a process to minimize and manage such impacts will be undertaken.

Human Trafficking and Sexual Services

As a Supplier to Pecan Energies, we will not accept any form of human trafficking and sexual services by our employees or sub-suppliers’ employees in the context of our operations.

Security Resources

As a supplier to Pecan Energies, we will observe strict requirements for the selection of security contractors to avoid human rights risks in countries where security firms are not properly regulated.

Business Partners, Agents and other Intermediaries

As a supplier to Pecan Energies, we will promote that potential business partners adopt the principles set forth in this Supplier Declaration.

Standards towards own Suppliers

As a supplier to Pecan Energies, we will ensure that our own suppliers and sub-suppliers conduct their business in a manner consistent with the principles set forth in this Supplier Declaration and we will seek to include and follow up on these requirements in our business relationships with them.

Whistleblowing

As a Supplier to Pecan Energies, we will ensure that all our employees and suppliers have the possibility to report concerns regarding potential breaches of the requirements set out in this document. We will ensure that all reported concerns will receive a fair and comprehensive investigation conducted with relevant internal and/or external assistance. Pecan Energies shall be notified of any investigation related to activities in contracts with Pecan Energies. Upon request, Pecan Energies will be given access to documentation related to any such investigation.

We will ensure that grievances/complaints related to the principles in this Supplier Declaration within our sphere of influence are handled professionally and that corrective measures are put in place as appropriate

By signing this document, we confirm that we fulfil the requirements in the Supplier Declaration. We agree that Pecan Energies may audit our practises in the aforementioned areas to make sure we comply with the requirements. We are aware that where a deviation cannot be improved the business relationship may be terminated

Declaration signed by supplier:

Supplier:

Address:

Date:

Name:

Title:
