



Supplier code of conduct.



Complex logistics, materials,
and operations management.

INTRODUCTION & GENERAL EXPECTATIONS



ASCO's Vision is to be a vibrant company supporting the world's energy demands, delivering a sustainable environment for future generations. In order for us to achieve this, we expect openness, honesty, and integrity – both within ASCO and in our dealings with third parties. ASCO recognises that our operational activities have an impact on the environment and we commit to conduct our business in line with the United Nations Sustainable Development Goals (UN SDGs), relevant national frameworks, and expect our third parties to share similar aspirations.

Together with the policies referenced herein, this supplier code of conduct is the foundation of how we operate and applies to any third party working on behalf of ASCO, which includes but is not limited to suppliers, subcontractors, service providers, business partners or designated consultants. This document should also be applied in accordance with all applicable global, national, regional and local laws and regulations. This document aims to reflect our commitment and pays respect to globally and universally recognised standards across human rights, labour and employment rights, health and safety, business ethics, anti-corruption and environmental protection and care.

OUR VALUES



OUR OBSESSIONS



We expect our suppliers and third parties to recognise these values and contribute to ensuring ASCO can deliver on these values to our customers as a third party supplier of goods or services to ASCO.

SUPPLIERS AND THIRD PARTIES - PURPOSE AND EXPECTATIONS

As our suppliers and third parties form a part of ASCO and our service offerings, we expect you to acknowledge and adhere to all the expectations outlined in this document. ASCO expects suppliers to develop robust procedures, processes and policies that ensure compliance with, and contribute to meeting, all applicable legislation, laws and regulations. Where local legislation may not exist or falls short of the minimum standards set out within this code of conduct, we expect suppliers and third parties to apply the higher standard.

OUR EXPECTATIONS

LABOUR, EMPLOYMENT AND HUMAN RIGHTS

ASCO recognises global frameworks and principles through the United Nations Global Compact and International Labour Organisation that aims to contribute to improving labour, employment and human right conditions. The supplier at a minimum should exceed all applicable national or local laws and regulations governing human rights, labour, employment and minimum wages. Inclusive of these principles, the third party or supplier shall not engage or indirectly contribute towards:

- Forced or Bonded Labour or Modern Slavery
- Human trafficking
- Child Labour
- Discrimination, harassment or coercion
- Excessive or unreasonable working hours

Where available, the supplier should ensure they provide:

- Employment opportunities that meet equality, diversity and inclusion criteria.
- Employee rights to collective bargaining
- Fair compensation and working hours



HEALTH AND SAFETY

Health and safety is a core value for ASCO and we have strong expectations that suppliers will ensure the health and safety of its staff, employees and subcontractors through occupational health and safety policies, processes and procedures, and exceed all national and local health and safety legislation. Supplier shall work to ensure a safe working environment free from risks, safeguard an environment where employees remain in good physical & mental health and develop and provide a proactive attitude towards creating a positive safety culture and safe working environment. Where possible or if limited legislation exists, suppliers should align themselves with global standards for health and safety such as ISO45001.

OUR EXPECTATIONS

BUSINESS ETHICS, BRIBERY AND CORRUPTION, COMPETITION LAW AND CONFLICTS OF INTEREST

Integrity and ethical behaviour are core values at ASCO, and we hold our suppliers and third parties to these same high standards. Suppliers shall at a minimum meet all national and local legislation and laws, but primarily, the supplier shall not engage or indirectly contribute towards:

- Bribery and/or financial or physical gift giving in return for preferential treatment
- Corruption or facilitation of payment or gifts to governments, public bodies or political parties in return for preferential treatment
- Anti-competitive behaviour, or cooperating with competitors for the purpose of receiving financial benefits
- Extortion, coercion or abuse of a dominant market position

The supplier may be requested to provide evidence that they have stringent procedures in place to identify significant risks regarding these topics. The supplier shall also inform ASCO immediately after becoming aware of any Conflict of Interest between any of the suppliers employees, subcontractors or sub-suppliers that may have a bearing on the activity or it's commercial outcome.



TRADE AND EXPORT CONTROLS, SANCTIONS POLICY

The supplier shall comply with all applicable global, national and regional export laws and regulations regarding trade, export control and customs. The supplier shall ensure compliance with globally recognised sanctions or embargo notices and shall notify ASCO if it becomes aware of any possible risks to these controls.

OUR EXPECTATIONS

ENVIRONMENTAL PROTECTION, SUSTAINABILITY AND RESOURCE USE

Supplier shall ensure adequate protection of the environment, and abide by national and local legislation regarding the protection of the environment, which includes but is not limited to:

- Responsible resource consumption
- Water consumption and quality
- Waste management and pollution
- Air pollution and release of greenhouse gas emissions
- Environmental protection procedures
- Management of hazardous materials

Where no local legislation or laws exist, supplier shall align with global environmental management standards such as ISO14001.

We aspire for suppliers to recognise the importance of the changing climate and humans direct impact of the natural environment, and promote alignment with global frameworks for sustainable development, such as the UN SDGs, UN Global Compact, Science Based Targets Initiative (SBTi) and UNFCCC Paris Agreement. Where available, suppliers should work towards developing their own sustainability strategy which outlines their business operations while working towards environmental conservation. Suppliers are expected to cooperate with ASCO in the preparation and collection of primary data, such as electricity consumption or transport emissions, and submit this data to ASCO as part of it's regular duties, which may be utilised to develop sustainability and climate disclosure reporting.

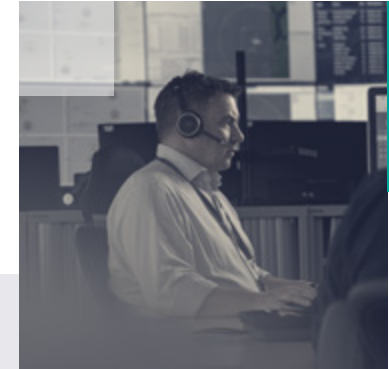


OUR EXPECTATIONS



DATA PROTECTION, PRIVACY AND INFORMATION SECURITY

The Supplier shall keep all information received confidential and private and retain robust systems, procedures and processes in place to protect confidential data. The Supplier shall comply with international, national and local laws and regulations, such as GDPR regarding the handling of confidential information, and retain robust information technology systems to protect against unauthorised access to any of the suppliers information or data.



BUSINESS CONTINUITY AND RISK MANAGEMENT

The Supplier should conduct significant risk management to identify material risks to its business and be prepared for possible major disruption (such as natural disaster, supply chain disruption or cyber-attack) and notify ASCO immediately if it identifies any possible material risk which may impact ASCOs operations directly or indirectly. The Supplier shall have procedures and processes in place for crisis management and continuity plans to limit disruption to its customers.

AUDIT, DISCLOSURE AND COMPLIANCE

The Supplier shall aspire to meet all conditions and expectations set out within this document, but always at a minimum as required by national or local law or regulations. ASCO may request evidence of the Supplier alignment with the expectations and the Supplier agrees to provide accurate representation and shall not misrepresent or withhold information about the performance or outcome of any of the topics within this document.



By adhering to this Supplier Code of Conduct, suppliers affirm their commitment to ethical, responsible, and sustainable business practices.

Compliance with this Supplier Code of Conduct is a condition of doing business with ASCO.