

Business Conduct Standards

In accordance with Umove's Code of Business Conduct, all suppliers are expected to uphold the following ethical standards:

Legal and Regulatory Compliance

All suppliers to Umove must ensure that their business practices comply with applicable EU, national, and/or local laws and regulations.

Conflict of Interest

Suppliers must ensure that their employees avoid conflicts of interest or situations where their ability to make impartial business decisions, based on fair competition, is compromised by factors involving family, personal relationships, political or national affiliations, financial interests, or any other shared interests.

Anti-Bribery and Corruption

Suppliers must comply with all relevant laws and regulations concerning bribery and corruption.

The company maintains a policy prohibiting the acceptance of gifts from suppliers.

Privacy and Data Protection

Suppliers must protect the privacy of their employees and of Umove in accordance with the EU General Data Protection Regulation (GDPR) and any applicable local regulations.

Transparency and Disclosure of Information

Suppliers are required to achieve the highest possible level of transparency. This may include, where relevant, the public disclosure of project information (e.g., policies, guidelines, etc.) and engagement in dialogue with stakeholders.

Social and Environmental Standards

Social Standards

In line with Umove's fundamental labor standards, which are based on the core principles of the International Labour Organization (ILO), all suppliers and subcontractors must maintain the following standards in managing their human resources:

Child Labour

Child labour must not be used at any stage of the project. In particular, as required by the European Investment Bank (EIB), suppliers must refrain from employing or engaging workers under the age of 15.

Forced or Compulsory Labour

Forced or involuntary labour must not be used at any stage of the project. All work must be voluntary, and employees must be free to leave the workplace with reasonable notice, in accordance with applicable laws and contractual agreements.

Equal Treatment and Equal Opportunities

Suppliers' workforces must be free from harassment and discrimination. Suppliers must not engage in any distinction, exclusion, or preference based on race, color, gender, religion, political opinion, national extraction, or social origin that has the effect of nullifying or impairing equality of opportunity or treatment in employment. Additionally, suppliers must guarantee equal pay for male and female workers performing work of equal value, without discrimination based on gender.

Collective Bargaining

Suppliers must not restrict their employees' freedom of association or their right to take collective action to pursue common interests. Suppliers should also engage in dialogue with employee organizations and trade unions to establish fair wages and working conditions. Furthermore, subcontractors are required to comply with national and local laws and

regulations. Subcontractors employing posted workers are also expected to comply with all relevant EU rules regarding employment conditions for such workers.

Environmental Standards

In accordance with Umove's environmental standards—intended to protect and enhance the natural environment—all suppliers are expected to uphold the following principles:

Environmental Permits

Where applicable, all environmental permits, licenses, and approvals required under current legislation must be obtained by suppliers and subcontractors for their respective business operations.

Product Content Restrictions

All products must comply with applicable laws, regulations, and customer requirements concerning the prohibition or restriction of specific substances as defined in the EU Directive on the Restriction of Hazardous Substances (RoHS, category 3) and/or the REACH list of restricted substances (RSL).

Waste and Emissions

Suppliers and subcontractors must implement dedicated systems to ensure the safe handling, storage, recycling, or management of waste, air emissions, and wastewater discharges.

Releases

Suppliers and subcontractors must establish measures to effectively manage potential spills or releases into the environment.

Occupational Health and Safety Standards

Legislation

Suppliers and subcontractors must comply at all times with applicable occupational health and safety laws, regulations, and local requirements for the services provided or performed for Umove.

Improvements

Suppliers and subcontractors must actively work to improve the working environment related to the services provided to Umove. They must prepare a risk assessment and/or workplace assessment (APV) relevant to the service offered or performed for Umove.

Information

Suppliers and subcontractors must communicate and share information internally regarding health and safety matters relevant to the services offered or performed for Umove.