



Supplier Code of Conduct

For a greener tomorrow, together

eleport.com





Introduction & scope

Eleport's mission is to accelerate the transition from fossil fuels to renewables to limit climate change. The vision is to live in a zero-emissions world by making the switch to electric transport cool, effortless and sustainable.

We operate in a dynamically developing market, collaborating with partners, customers, suppliers, and local communities in numerous countries. Therefore, responsibility, integrity, safety, respect for human rights, and environmental protection are integral to how we conduct business.

We believe that Eleport's ongoing success depends not only on the quality of our services and technology, but also on the ethical standards and sustainable practices implemented in the supply chain. This Supplier Code of Conduct outlines Eleport's core expectations for its suppliers, subcontractors, and business partners. Its goal is to ensure that all entities working with Eleport conduct their business in compliance with applicable law, the highest standards of business ethics, and the values that support our mission to build a zero-emission future.

Scope

This Code applies to all suppliers providing goods, services, works or other business activities to Eleport Group. Suppliers remain responsible for the conduct of their employees, subcontractors and other parties acting on their behalf. Suppliers are expected to maintain appropriate policies, procedures and controls to ensure compliance with this Code, proportionate to the size, nature and risk profile of their business.

Human rights & labour

Eleport expects suppliers to respect internationally recognized human rights and comply with applicable labor laws.

1

Human rights

Human rights must be respected in all operations, and any identified risks or violations should be addressed through appropriate corrective actions.

2

No forced or child labor

All work must be voluntary. Suppliers must not employ children below the minimum legal working age, and workers under 18 must not perform hazardous work.

3

Fair working conditions

Fair working conditions must be ensured, including clear employment terms, lawful wages, working hours, overtime, rest periods and benefits.

4

Non-discrimination and respect

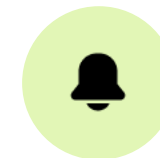
Suppliers shall provide a workplace free from discrimination, harassment, abuse, intimidation and violence, and all workers must be treated with dignity and respect.

Health & safety

Eleport expects suppliers to provide safe and healthy working conditions and to comply with all applicable health and safety laws, regulations and industry standards.



Safe workplace conditions must be maintained to prevent accidents, injuries and occupational illnesses. Suppliers shall provide relevant **training and protective equipment** where required.



Incident prevention and reporting should include identification, assessment and reduction of risks, as well as reporting and addressing incidents, hazards and near misses through corrective actions.



Work on Eleport premises or sites must be performed in accordance with Eleport's applicable health and safety requirements, and workers performing technical or site-related work must have the necessary qualifications, permits and competencies.



Drug- and alcohol-free work is required for all workers performing services for Eleport.

Environment

Eleport expects suppliers to conduct their operations responsibly and to minimize their environmental impact wherever possible.

Suppliers shall ensure **compliance with environmental laws**, regulations, permits and reporting obligations. They should promote **resource efficiency** by reducing unnecessary use of energy, water, materials and other resources.

In line with the principles of **waste and circular economy**, suppliers shall reduce, reuse and recycle waste where possible, ensure proper handling of hazardous and electronic waste, and are encouraged to consider the lifecycle impact of products, components and materials supplied to Eleport, including durability, reparability, recyclability and end-of-life handling.

Suppliers are also expected to consider **emissions and climate impact** and take reasonable steps to reduce greenhouse gas emissions.



Environmental risks connected with activities, products and services, including transport, installation, maintenance and disposal, should be identified and managed.

Business ethics & integrity

Eleport expects suppliers to conduct business with honesty, transparency and integrity, and to comply with all applicable laws and ethical standards.



Legal compliance and integrity

Legal compliance and integrity are fundamental in all business relationships.

Fair competition

Fair competition must be respected, and suppliers must not engage in price fixing, bid rigging, market sharing or other anti-competitive practices.

Sanctions, AML and export controls

Eleport screens suppliers and business partners before engagement: business-registry verification, sanctions and watchlist checks covering the entity and its board. Suppliers must not be sanctioned parties and must notify Eleport of ownership changes, suspicious payments or sanctions-related issues.

Anti-bribery and anti-corruption

Offering, promising, giving or requesting bribes, facilitation payments or improper advantages is prohibited, as are charity and/or political donations on behalf of Eleport.

Conflicts of interest

Suppliers must avoid conflicts of interest and disclose any actual or potential conflict affecting their relationship with Eleport.

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This Supplier Code of Conduct applies to all suppliers and contractors cooperating with Eleport Group. By commencing or continuing a relationship with Eleport, the supplier confirms that it understands and will comply with this Code of Conduct. This Code forms part of Eleport's expectations towards responsible, ethical and sustainable cooperation with suppliers and contractors.

“Eleport” means Eleport OÜ and its subsidiaries.



Thank you for your attention!

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