

SUPPLIER CODE OF CONDUCT

Introduction

The Hoist Finance Supplier Code of Conduct (the “Code”) sets forth values and principles that are considered fundamental in commercial dealings and collaborative work with our supply chain partners. The Code is applicable to all suppliers, appointed by Hoist Finance or any of its affiliates.

The Code specifies minimum standards expected of all suppliers and is based on the UN Global Compact principles and the International Labor Organization’s Declaration of Fundamental Principles and Rights at Work. This Code is not intended to replace the laws and regulations in force in any country where Hoist Finance suppliers operate. Rather, it should be implemented in a manner consistent with the applicable laws and regulations. Hoist Finance expects all of its suppliers to explicitly acknowledge and adhere to the principles embodied in the Code and to ensure that their own subcontractors also comply with these principles.

1. Environment

The supplier shall comply with all applicable environmental laws and regulations. The supplier shall also promote the protection of the environment by implementing an effective environmental policy, undertaking initiatives to promote greater environmental responsibility and support the development and use of environmentally friendly technologies with sound life-cycle practices. Dangerous and/or hazardous materials shall be kept to a minimum and handled in accordance with the legislation and regulation related to the handling of such materials.

2. Social

The supplier shall support the protection of internationally proclaimed human rights, including ensuring that wages meet legally mandated minimums and that working hours, including overtime, are in accordance with locally and internationally recognized standards. The supplier shall also ensure that child and forced labor are not used and that workers have the freedom of association and the right to collective bargaining.

3. Ethics and anti-corruption

From an ethical perspective, the supplier’s commercial activity should employ the principles of fair and honest dealings. The supplier shall also prevent and fight all forms of corrupt practices, including extortion, embezzlement, fraud, bribery and improper advantage. The supplier commits itself to not give or receive any bribes or other unjustified compensation in any relationships with business partners or authorities. Prevention, monitoring and enforcement procedures shall be implemented to ensure compliance with local laws and regulations. The supplier shall also comply with applicable anti-money laundering rules including rules to fight the financing of terrorism.

4. Diversity and no discrimination

The supplier shall prevent all forms of discrimination in both hiring and employment practices, particularly on the grounds of race, color, gender, religion, political affiliation, ethnicity, disability, union membership, national origin, sexual orientation, marital status as well as any other legally protected class. The supplier shall promote equal opportunities and diversity of all employees.

5. Health and safety

The supplier shall provide a safe and healthy workplace for its employees. The supplier shall also ensure that its facilities, machinery, equipment, processes comply with applicable standards and do not pose any risk of harm to the health and safety of its workers, neighbors or population at large.

6. Human Rights

The supplier shall support the protection of internationally proclaimed human rights as well as making sure that it is not complicit to any violation of human rights.

7. Governance

Hoist Finance expects its suppliers to have sufficient governance processes in place to ensure conformance with the principles contained in this Code. Hoist Finance reserves the right to review such processes, procedures or any other documentation related to the compliance of this Code. Suppliers are also expected to monitor their supply chain, making sure that their subcontractors understand and adhere to this Code.

8. Compliance

The supplier shall sign this Code as an acknowledgement of the requirements contained herein. The supplier agrees to adhere to these requirements and, when requested, shall be able to supply Hoist Finance with proof that these requirements are being met. Hoist Finance also expects employees of its suppliers to be guided by their inner ethical compass for guidance for good behavior. If you have any questions about any of the principles or information provided in this Code, please contact your representative at Hoist Finance.