

Supplier Code of Conduct



Purpose

At Arevon, we are committed to advancing sustainability through responsible sourcing. We recognize that the choices we make in procuring materials and services have a direct impact on people, communities, and the environment. By working with suppliers who share our commitment to integrity, environmental stewardship, and social responsibility, we can drive meaningful progress toward a more sustainable future.

Scope

This Supplier Code of Conduct (Code) outlines the minimum standards expected of all suppliers and their sub-tier suppliers. For the purposes of this Code, “Suppliers” refers to suppliers and their respective sub-tier suppliers that provide goods or services to Arevon. It is designed to complement more detailed requirements in contracts, agreements, or purchase orders issued by Arevon.

Definitions

- **Supplier:** Any entity, including contractors, consultants, and service providers, providing goods or services to Arevon in exchange for compensation.
- **Sub-Tier Supplier:** A subcontractor or vendor in the supplier’s value chain.
- **Code:** This Supplier Code of Conduct.

Guiding Principles

Arevon is guided by and respects the following internationally recognized standards:

- United Nations Guiding Principles on Business and Human Rights (UNGPs).
- Organization for Economic Co-operation and Development (OECD) Guidelines for Responsible Business Conduct.
- International Bill of Human Rights (IBHR).
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Compliance and Accountability

To ensure adherence to this Code, as part of our approved supplier selection process, Arevon conducts due diligence to identify and manage potential risks across our supply chain. Arevon reserves the right to conduct audits, evaluations, and compliance assessments. Suppliers are encouraged to actively assess and monitor their own management processes to align with this Code.

Our Expectations

Arevon recognizes that Suppliers vary in terms of size, structure, and maturity in their sustainability practices. However, all Suppliers are expected to demonstrate ongoing progress in meeting the expectations outlined in this Code.

Management Systems

Arevon expects its Suppliers to have management systems in place that align with the principles outlined in this Code. These systems should help Suppliers identify, manage, and mitigate risks related to environmental stewardship, health and safety, labor and human rights, and ethical business practices within their operations and supply chains.

At a minimum, supplier management systems should:

1. Ensure compliance with all applicable laws, regulations, and contractual obligations.
2. Support alignment with the expectations outlined in this Code.
3. Identify, assess, and address Supplier's operational risks, while evaluating performance to support continuous improvement.

Environmental Stewardship

Arevon aims to be a responsible steward of the environment and expects its Suppliers to recognize the environmental and social risks, impacts, and responsibilities associated with their products and services.

1. Suppliers are encouraged to take practical steps to eliminate or reduce the amount of waste generated and to reuse and recycle materials whenever possible. All handling, storage, transportation, treatment, and disposal of waste must comply with relevant regulations, and Suppliers are encouraged to manage these processes in an environmentally responsible manner.
2. Suppliers should strive to minimize their use of energy, water, and raw materials. Whenever feasible, these resources should be renewable or sustainably sourced.

Greenhouse Gas Emissions Disclosure

Arevon expects its Suppliers to measure and disclose their greenhouse gas (GHG) emissions when requested, in alignment with the GHG protocol.¹ While disclosure will be required upon request, Arevon also encourages Suppliers to adopt the best practice of publicly reporting GHG emissions data, when able.

¹"Standards & Guidance," Greenhouse Gas Protocol, n.d. <https://ghgprotocol.org/standards-guidance>

1. Upon request, Suppliers must provide complete, consistent, and accurate reporting of:
 - a. Scope 1 and Scope 2 GHG emissions; and
 - b. Scope 3 GHG emissions, which the Supplier has deemed material or subject to publicly stated reduction targets or goals.
2. Arevon encourages Suppliers to establish and pursue science-based targets or other credible goals to reduce GHG emissions and support the transition to a lower-carbon economy.

Health and Safety

Health and safety are our top priorities at Arevon, and we expect our Suppliers to provide safe working conditions.

1. Suppliers will provide employees with a safe and healthy work environment by embedding appropriate hazard mitigation controls, training, work procedures, and industry best practices into daily work. Where hazards are not adequately mitigated, personal protective equipment shall be provided at no cost to employees.
2. Suppliers must adhere to all relevant laws and regulations regarding working conditions as outlined in their contract's Terms and Conditions.
3. Suppliers are expected to monitor and document all aspects of their health and safety management system and provide adequate resources to ensure implementation at all levels of their organization. Proof of continuous improvement of this system, based on changing industry standards, recognized best practices, or company investigations, shall be provided to Arevon upon request.

Labor and Human Rights

Arevon is dedicated to upholding the dignity and well-being of every individual, ensuring that all people are treated fairly and respectfully.

1. Suppliers must ensure fair treatment of all employees, including fair wages, reasonable working hours, and safe working conditions.
2. Suppliers must honor the inherent dignity and human rights of every individual and fulfill the business responsibilities outlined in the UNGPs.
3. Suppliers must guarantee that all work is performed voluntarily, and products are free from any form of forced or compulsory labor, human trafficking, child labor, slavery, or servitude. Employment should be conducted without threats, penalties, or deception.
4. Suppliers must abide by local laws with respect to workers' rights to freely associate and participate in collective bargaining without interference, discrimination, retaliation, or harassment.

Ethical Business Practices

Ethical performance and compliance with all laws, regulations, and legal requirements are paramount to Arevon's business practices.

1. Suppliers must not engage in any form of bribery, corruption, or unethical practices. This includes offering or accepting gifts, payments, or other inducements to influence business decisions.
2. Suppliers must engage in fair business practices and avoid any actions that could distort competition.
3. Suppliers must maintain transparent business practices and provide accurate information regarding their operations and performance.

Nondiscrimination and Harassment

Arevon promotes a workplace that is free from discrimination and harassment and expects its Suppliers to adhere to the same standards.

1. Suppliers must provide a workplace free from discrimination based on sex, race, color, ethnicity, religion, age, national origin, citizenship status, sexual orientation, gender identity and expression, disability, veteran status, or any other protected status covered by applicable local, state, or federal law.
2. Suppliers will ensure that acts of racism, sexism, or sexual harassment of their employees will not be tolerated.

Raising Concerns

Arevon promotes a workplace where employees can report misconduct without fear of retaliation. Arevon expects its Suppliers to establish similar reporting systems, allowing employees to voice their concerns freely.

Suppliers must have a reporting system that allows employees to voice concerns anonymously and without fear of retaliation.

1. Suppliers must ensure that all reports are investigated fairly, promptly, and confidentially.
2. Suppliers will not take any action against individuals who report suspected or known cases of misconduct in good faith.

Suppliers and their employees are also strongly encouraged to contact Arevon if they suspect misconduct among their employees and/or Arevon employees. All reports will be addressed promptly, professionally, and treated confidentially.

Contact information can be accessed at arevonenergy.com/contact-us.