



ecOSTOR

Code of Conduct



“The Eco Story”

ECO STOR AS, with offices in Norway, Germany and the UK, was established in 2018. The objective was to commercialize intellectual property and knowledge, enabling the safe and cost-effective use of second-life EV batteries in energy storage applications.

Since its foundation, the company has grown to become a leading supplier of both first and second life battery energy storage solutions. Eco Stor provides a complete range of products from residential storage, enabling solar self-consumption, to some of the world's largest and most advanced grid energy storage systems, supporting deployment of renewable energy sources.

In addition, Eco Stor offers a complete circular economic solution for management and handling of batteries and materials throughout their lifetime. Working with automotive OEM's and industry partners, Eco Stor can offer battery collection, testing, reuse, and recycling services. This ensures our valuable battery resources provide the maximum possible benefit with a minimum of environmental impact.

Trygve Burchardt
Chief Executive Officer of ECO STOR AS

Committed to the renewable transition.

At ECO STOR we are committed to conducting our business with high standard of integrity, ethics and professionalism.

This code of conduct serves a guideline to all our employees and business partners who are directly or indirectly involved in our value chain including customers, suppliers, strategic partners and agents.

It outlines the principles and expectations that govern our behaviour and interactions within the company and with external stakeholders. By adhering to this code we collectively contribute to building a sustainable, responsible and trusted company.

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Our Vision

Enabling a **renewable** future.

Our Vision at ECO STOR is to make clean energy available and affordable, and we want to contribute to the development of a circular economy where nothing goes to waste.

We know that our future is at stake and that is why we are committed to supporting the renewable transition in everything we do on a local, national and international level.

Our Mission

Affordable **energy storage** systems, where **nothing** goes to waste.

We want to enable our customers to maximize their use of clean energy, reduce their environmental impact and lower their costs.

We will do this through the delivery of best-in-class energy storage solutions that are designed, developed, and manufactured with the lowest carbon footprint and the highest ethical and environmental standards.



Our Values - The ECO STOR Identity

Our organization is built on entrepreneurship, expertise in our field and passion for technology. We are a purpose driven company with a diverse & international team that is driven by the same mission.

Our company values reflect how we act in ECO STOR on our way.

We are a **learning organisation**- we will acknowledge our mistakes, learn from them and seek to continually improve. We support our team to display courage in the decisions and be passionate and generous in how we action them. We seek knowledge and we share knowledge with each other.

We are **inclusive** - we embrace difference, and we treat each other with respect, dignity and fairness. We demonstrate flexibility towards different ways of thinking, working and living. We are team players.

We act with **integrity** - we do what we say and we promote honesty, transparency and fairness in all we do.

We make **data driven** decisions. We seek to rationalise our eco-system and provide products solutions based on a clear understanding of its needs.



Expectations to our Business Partners

ECO STOR is committed to sustainable and responsible business practices as well as to comply with all legal requirements where we operate. Our commitment can only be achieved if our suppliers act in the same manner. The following sections sets requirements and seeks to avoid impacts and risks to people, society and the environment in our supply chains. As one of our business partners, we expect you to adhere to these requirements throughout your relationship with ECO STOR.

Reporting to ECO STOR

If Business Partners are unsure about the meaning of any part of the expectations in this code of conduct, they shall seek advice from their contact person in ECO STOR.

Reporting on concerns or breaches should be made to the following channel: whistleblowers@eco-stor.no

We ensure anonymity and will protect whistleblowers.

We investigate all reported concerns promptly and take appropriate action.

Consequences of violations

ECO STOR will try to initiate a constructive dialogue with our Business Partners, and to influence them to change their way of conducting business so that these meet ECO STORs expectations. However, failing to comply with this Code of Conduct is viewed as a serious matter and clear violations of Code of Conduct can result in disqualification as a Business Partner



Environment

At ECO STOR we acknowledge that it is the responsibility of all to minimize the environmental impact in all we do. We expect our partners to understand and commit to this responsibility.

Climate

ECO STOR expects that our business partners should consider the climate impact of their operations and work to reduce the footprint of their activities, products, and services.

Environment

Our business partners should work to minimise their environmental impact and support a precautionary approach to environmental challenges. They should undertake initiatives to promote greater environmental responsibility, and seek to carefully balance both climate, societal and environmental considerations.

Circular Economy

ECO STOR encourage our business partners to apply a circular economy mindset to their activities, including adopting a lifecycle perspective, and promoting resource efficiency, reuse, and recycling.



Working conditions

Our people is our most valuable asset and shall be treated with respect, dignity and fairness in all processes. We expect our partners to ensure that their employees are treated by the same principles and provided with working conditions in line with international labour standards.

No Child labour or forced labour

Child labour and forced labour is unethical and illegal, and must be prohibited and prevented. Business partners shall take the appropriate measures to ensure that no child labour occurs in their company or at their sub-contractors' sites of production or operations.

Business partners shall not use forced or compulsory labour, nor restrict the free movement of its employees. Business partners shall ensure that the work carried out by the workforce is freely chosen and free from threats.

Wages, benefits and working hours

Wages and social benefits shall meet, at a minimum, national legal standards, or industry standards, whichever is higher. Wages should be enough to meet basic needs and provide some discretionary income. Information about wages and benefits shall be provided in a written contract in a language they can understand.

Working hours, resting hours, overtime and breaks shall comply with national laws and industry standards, whichever affords greater protection.

Freedom of association and collective bargaining

Business partners shall ensure and recognise the right of free association and, where a significant proportion of the workforce agrees, collective bargaining of employees. The supplier shall conduct bargaining with employee representatives in good faith.

Non- discrimination and equal opportunities

There shall be no discrimination in hiring, compensation, access to training, promotion or termination of work based on ethnic background, religion, caste, age, disability, gender, marital status, pregnancy, sexual orientation, union membership or political affiliation. All workers with the same experience and qualifications should receive equal pay for equal work.



Health and safety

Business partners shall ensure that their employees have a safe and healthy work environment that meets all local laws and regulations. Business partners shall work actively for an injury-free and healthy working environment and to promote an open and proactive health and safety culture. Business partners shall plan and act to prevent injuries, work systematically to manage risks and continuously improve their performance towards a vision of zero injuries. This includes providing mandatory health and safety training to workers.



Business integrity

Being a company with integrity as a core value we set high expectations to fairness, honesty and transparency from our business partners.

Anti-corruption

Business partners shall not tolerate and shall work against corruption in all its forms in the public and private sector. They shall comply with applicable laws concerning bribery, corruption, fraud and any other prohibited business practices and there must be adequate procedures in place to prevent bribery in all commercial dealings undertaken by the supplier.

Conflict of interest

Business partners shall avoid all conflicts of interest while working for ECO STOR. A conflict of interest occurs when a representative of a supplier seeks to further his/her personal interest, or that of a friend or relative, due to his/her position as a representative of the supplier. Business partners are required to report any situations of potential or apparent conflicts between their personal interests and the interests of ECO STOR.

Fair competition

Business partners shall apply high commercial ethical standards and compete within the framework of competition rules in the markets where they operate. No supplier shall be part of any illegal price cooperation, illegal market sharing or other practice in violation of applicable competition laws.

Protection of property and assets including intellectual property

ECO STOR may share confidential information and/ or intellectual property elements with its Business Partners in the cause of their business relationship. Business Partners are required to handle this information in accordance with confidentiality provisions and to protect it from improper disclosure, theft or misuse at all times.