Code of Conduct for Suppliers and Partners

October 2026

VATTENFALL

1 Introduction

At Vattenfall, we are certain that the future is fossil free. It is the only sustainable way forward for both the economy and the environment.

This includes a commitment to responsible business practices throughout our *value chain** and the promotion of sustainability in and beyond our corporate boundaries. By setting environmental, social, and governance requirements for our suppliers and partners, we contribute to society whilst gaining long-term competitive advantages.

Our approach is grounded in this document, Vattenfall's Code of Conduct for Suppliers and Partners (hereafter referred to as the "Code"), which defines our requirements and expectations on our suppliers and partners and throughout the value chain. Implementation guidance for the Code can be found in the Guide to the Code of Conduct for Suppliers and Partners (referred to as the "Guide"). The scope of our Code is broad as we aim to drive positive change across our full value chain. The Code is based on the UN Global Compact, the UN Guiding Principles, and the OECD Guidelines, among other standards, and is guided by the Sustainable Development Goals (See 'References' for a full list).

We actively collaborate and conduct open dialogues with our suppliers and partners. By doing so, we strive to spread good practices throughout the value chain, strengthen relationships with our suppliers and partners, and where needed, improve their sustainability performance. As part of our sustainability work, we focus on environmental, social and governance aspects, for which we have a wide variety of programmes, roadmaps and targets in place.

We welcome you to join our efforts to have a positive impact on people, the environment and the society that surrounds us.

"Vattenfall's business strategy is clear, we want to enable the fossil freedom that drives society forward.

We are committed to building a future where everyone can choose fossil free ways to move, make and live.

Through collaboration with our suppliers and business partners, we can fulfil our promises in a responsible way."

Anna Borg, CEO Vattenfall

*Throughout this document, words *in italics* are further described in the glossary at the end of this document. An explanation for both requirements and expectations can also be found at the end of this document.

2 Vattenfall's Code of Conduct for Suppliers and Partners

2.1 General

Living our values and always acting with integrity makes us trustworthy, and we conduct all our business in compliance with applicable national and international laws and regulations.

For the purpose of this Code, a "*supplier*" or a "*partner*" is a legal entity or person involved in, or is about to get involved in, business activities with Vattenfall. Partners include but are not limited to joint venture and consortium partners.

When conducting business with *Vattenfall*, suppliers and partners shall comply with the Code or an equivalent standard, agreed together with Vattenfall.

2.2 Compliance with laws and regulations

Suppliers and partners shall comply with applicable laws, rules and regulations in the countries where they operate.

In case of contradictions or discrepancies between the Code and applicable laws, rules, and regulations, suppliers and partners should meet the most stringent requirements. Suppliers and partners should inform Vattenfall if there are such discrepancies.

2.3 Commitment to continuous improvement

Vattenfall recognises that suppliers and partners will be at different stages of maturity and commits to working together with suppliers and partners to achieve continuous improvement.

If Vattenfall finds that a supplier or partner is not meeting the requirements and expectations set out in the Code, Vattenfall may offer guidance specifying which issues need to be corrected or improved. The supplier or partner should then promptly take corrective actions and commit to showing progress.

Vattenfall also encourages suppliers and partners to participate in initiatives aiming to raise the standard of an entire sector or across sectors, where applicable.

2.4 Consequences in case of violations

Suppliers and partners shall address any violations of the Code or agreed equivalent standards that come to their knowledge and take appropriate action. Vattenfall will seek appropriate remedial measures to cease, prevent or mitigate the violation. A major or persistent failure to comply with the Code, or repeated and unjustified refusal to provide the required information, can result in the suspension or termination of the supplier's or partner's activities with Vattenfall.

2.5 Sustainability due diligence and transparency

Suppliers and partners shall proportionally to their size, impact, resource availability, business activities and leverage, conduct adequate sustainability risk-based due diligence in their own operations and *supply chain*. This includes identifying and assessing risks and impacts related to human and labour rights, environment and business ethics, and implementing appropriate prevention, mitigation and remediation measures.

Suppliers and partners should transparently disclose information related to their due diligence processes and key findings in a timely and accurate manner to Vattenfall upon request. Information requests made by Vattenfall will be risk-based, taking into account the severity and likelihood of the risks and impacts connected to suppliers and partners' activities. They will also be proportionate to suppliers' and partners' size, resource availability, business activities and leverage.

Suppliers and partners shall allow Vattenfall, and/or a third party authorised by Vattenfall and reasonably acceptable to the supplier or partner, to conduct audits and assessments, including *traceability assessments*, of the supplier's or partner's operations relevant to the business activities with Vattenfall, including but not limited to the supplier's or partner's facilities. At the supplier's or partner's request, the parties involved in any such audit or assessment shall enter into a confidentiality agreement regarding the circumstances disclosed in the audit or assessment.

2.6 Management systems and monitoring

Suppliers and partners shall, proportionally to their size, impact, resource availability and business activities, have adequate management systems, controls or equivalent in place to ensure compliance with the Code or agreed equivalent standards.

Suppliers and partners should secure and monitor that their own suppliers and *sub-suppliers* comply with the Code or, where applicable, their own equivalent code of conduct.

3 Human rights and labour rights

3.1 General

Suppliers and partners shall respect all internationally recognised human rights, as set out in the International Bill of Human Rights.

This Code shall apply to all suppliers' and partners' workers. All requirements and expectations included in this Code shall be enforced equally to all types of workers.

Suppliers and partners shall take measures to avoid causing, contributing or being linked to negative human rights impacts. This includes all types of rightsholders, such as workers, affected communities, and human rights defenders.

3.2 Indigenous and Tribal Peoples

Suppliers and partners shall respect the rights of Indigenous and Tribal Peoples and their social, cultural, environmental, and economic interests, including their connection with lands and other natural resources. Suppliers and partners shall not be involved in illegal eviction or forced displacement.

Suppliers and partners are encouraged to respect the principles of free, prior and informed consent, and participation, to obtain broad-based consent of Indigenous and Tribal Peoples in their activities.

3.3 Community engagement and development

Suppliers and partners shall respect the rights, interests, and development aspirations of affected communities and vulnerable groups during normal operations, as well as during significant changes in their operations. Community engagement should be carried out in an inclusive, equitable, culturally appropriate, gender-sensitive, and rights-compatible manner.

Suppliers and partners shall engage in transparent, open, and honest dialogue and collaborate with stakeholders and authorities in and around the area in which they operate, engaging with *human rights and environmental defenders* when relevant.

3.4 Child labour and young workers

Suppliers and partners shall work against all forms of *child labour*. Suppliers and partners shall not participate in, or benefit from, any form of child labour. If child labour is detected, a remediation programme shall be put in place.

Suppliers and partners shall not employ children below the minimum age of employment or the age for completing compulsory education in that country, whichever is higher. Suppliers and partners shall not employ any workers under the age of 18 to perform any work that is defined in national law as hazardous.

3.5 Use of security personnel

Suppliers and partners shall ensure that all security personnel, including contracted security personnel, respect the human rights and dignity of all people and, in case of a threat, use reasonable force proportionate to the threat.

3.6 Modern slavery and forced labour

All forms of modern slavery are unacceptable to Vattenfall.

Suppliers and partners shall not participate in, or benefit from any form of forced labour, including bonded labour, involuntary prison labour, slavery, human trafficking, servitude nor work performed under the menace of a penalty or coercion.

All workers shall have the right to enter into and terminate their employment freely, and work shall be conducted on a voluntary basis.

Suppliers and partners shall not retain workers' identity documents or take actions that would unduly limit their freedom of movement, whether within the supplier's and partner's premises or beyond. Workers shall not be required to pay a fee or deposit as a condition of employment.

3.7 Conflict-affected and other high-risk areas

Suppliers and partners shall assess whether their own operations, or supply chains, are located in *conflict-affected or other high-risk areas* and in such cases adopt enhanced due diligence measures suited to the specific context. Suppliers and partners shall ensure that the sourcing of goods and services does not generate revenues that fund or support armed actors.

Vattenfall's suppliers and partners should not interfere with the lawful actions of human rights and environmental defenders or their rights to freedom of expression, association or peaceful assembly. Suppliers and partners should not engage in any activities that seek to undermine civil society and civic freedoms.

3.8 High-risk minerals

Suppliers and partners shall take appropriate steps to identify the use of *high-risk minerals* in their supply chain and establish traceability or chain of custody to its source or processing location. They shall also take appropriate steps to ensure that risks are identified, and appropriate prevention, mitigation and remedial measures are implemented throughout the supply chain.

Suppliers and partners should share relevant information on the origin of high-risk minerals and any relevant assessments upon request.

Suppliers and partners are encouraged to replace or reduce the use of high-risk minerals in their supply chains where possible.

3.9 Hours of work

Suppliers and partners shall ensure that normal working hours and overtime working hours for all workers are within the limits permitted by applicable laws and regulations or agreed to in relevant collective agreements and shall not cause any physical or mental harm.

Workers, without distinction, who are unable or refuse to do overtime shall not be punished nor retaliated against by suppliers and partners, including through threats of dismissal, wage reductions and abuse.

3.10 Wages, leave and benefits

Suppliers and partners shall pay a fair and equal wage to all workers, including benefits and leave, that meets basic needs in compliance with applicable laws or relevant collective agreements.

Correspondingly, workers shall be compensated for overtime at pay rates greater than regular hourly rates or with time off in lieu. Suppliers and partners are encouraged to pay a *living wage* to their workers.

Suppliers and partners should identify, prevent, mitigate, and remedy structural differences in pay and benefits for equal or comparable work regardless of personal identity, including gender.

Any work performed should be on the basis of recognised employment relationships established through national laws and practice.

3.11 Health and Safety

Suppliers and partners shall ensure a safe and healthy working environment at all locations where work is performed, including at any housing facilities provided to their personnel. The working and living environment shall be free from physical abuse, punishment, threats of physical abuse, sexual or other harassment, verbal abuse, and any other form of intimidation.

All work shall be preceded by and based on documented adequate risk management with implemented controls. This shall include physical, social and organisational health and safety risks.

Workers shall receive regular, recorded and relevant health and safety training, and such training shall also be provided to new or reassigned workers.

Risks shall be reduced according to the hierarchy of control principles: elimination, substitution, engineering controls, administrative controls and, as a last alternative, personal protective equipment. Suppliers and partners should measure, monitor, document and follow up on all serious health and safety incidents and hazards, in order to prevent reoccurrence.

3.12 Freedom of association and collective bargaining

Suppliers and partners shall recognise and respect the rights of all employees, without distinction, to freely associate, organise and bargain collectively, if the rightsholders so wish.

In situations where the right to freedom of association and collective bargaining is restricted by applicable laws and regulations, suppliers and partners should allow for and not hinder alternative and independent forms of worker representation.

3.13 Diversity, equity, inclusion and non-discrimination

Suppliers and partners shall promote diversity, equity and inclusion, and not engage in any form of discrimination in recruitment, hiring, promotion, access to training, development, remuneration, and termination or retirement practices. Discrimination includes but is not limited to gender, gender identity or expression, sexual orientation, race, colour, age, language, property, nationality or national origin, religion or belief, ethnic or social origin, caste, socio-economic background, marital status, health status, seen and unseen disability, pregnancy, family status, belonging to Indigenous and Tribal Peoples, trade union affiliation, political opinion, and any other personal identity.

Suppliers and partners shall have routines for dealing with harassment, including physical, psychological, verbal and sexual discrimination, and communicate that any form of harassment or abuse is unacceptable and must be reported.

3.14 Grievance channels and remediation mechanisms

Suppliers and partners should make available appropriate grievance mechanisms to all personnel and interested parties, including affected communities, to make comments, recommendations, reports or complaints concerning the workplace, the environment, or the supplier's or partner's business practices. Suppliers and partners should have a remediation process in place through which reported human rights violations, as well as other topics outlined in this Code, can be appropriately remediated and followed up on.

4 Environmental sustainability

4.1 General

Suppliers and partners shall conduct their business in compliance with all applicable environmental laws and regulations and adhere to relevant internationally agreed environmental standards. This is applicable to suppliers' and partners' own operations as well as across their value chains.

Suppliers and partners shall obtain and maintain all necessary environmental permits and licences, and comply with the requirements of such permits and licences.

A precautionary approach shall be taken in order to avoid, prevent and minimise potential risks and adverse impacts on the environment and ecosystems as a result of suppliers' and partners' operations. Suppliers and partners are encouraged to employ a similar approach across their value chain activities.

4.2 Environmental management system

Suppliers and partners shall proactively and responsibly manage their operations in relation to the environment, and employ a structured and systematic approach to identify, assess and manage potential adverse environmental impacts, proportionate to the supplier's and partner's size, nature, and environmental risk profile.

Where suppliers' or partners' activities have the potential to result in *material* negative environmental impacts, whether individually or cumulatively, suppliers and partners shall have appropriate measures in place to assess and minimise environmental impacts and to improve environmental performance. In such cases, suppliers and partners shall additionally have a documented management system in place which includes target setting and performance of follow ups. Responsibility for managing these environmental impacts should be clearly assigned within the supplier's or partner's organisation.

In the case of material environmental incidents occurring, suppliers and partners shall have processes in place to report incidents to relevant authorities and to Vattenfall, and to ensure implementation of appropriate corrective actions.

Suppliers and partners are encouraged to align their environmental management systems with globally recognised standards, such as ISO 14001 or equivalent, and to obtain external validation where feasible.

4.3 Environmental protection

Suppliers and partners are encouraged to use Best Available Technologies to avoid, prevent and minimise potential risks and adverse impacts on the environment, ecosystems and local communities.

Where negative impacts cannot fully be prevented or minimised, appropriate mitigation, compensation and/or restoration measures should be implemented.

4.3.1 Climate

Suppliers and partners shall address climate-related impacts in their own operations through appropriate mitigation measures and continuous improvement efforts, contributing to the reduction of *greenhouse gas emissions* (scope 1 and 2). Suppliers and partners should apply a similar approach to indirect greenhouse gas emissions (scope 3), such as reducing material emissions from purchased materials, transport-related activities, and waste management.

Suppliers and partners are encouraged to: align their climate work with globally recognised standards such as the Greenhouse Gas Protocol; develop greenhouse gas emission reduction targets in line with the Paris Agreement's 1.5-degree scenario; gain external validation of climate targets, for example through the Science-Based Target Initiative; develop climate transition plans; and implement climate adaptation activities where applicable.

Suppliers and partners are encouraged to engage their own supply chains on climate change mitigation and adaptation measures, including by encouraging their suppliers to similarly address greenhouse gas emission reductions through setting of

time-bound climate targets which are aligned with the Paris Agreement's 1.5-degree scenario.

4.3.2 Circularity

Suppliers and partners shall manage hazardous substances responsibly in their operations and in the products and materials supplied. Wherever possible, hazardous substances shall be substituted with less hazardous alternatives.

Suppliers and partners shall reduce waste from their business activities and are encouraged to do so by applying the waste hierarchy.

Suppliers and partners are encouraged to adopt circular practices throughout their value chains by applying a lifecycle perspective, promoting resource efficiency, reuse, repair and recycling, and using recycled or renewable materials where feasible.

4.3.3 Biodiversity

Suppliers and partners whose activities have the potential to result in material adverse impacts on biodiversity shall have processes in place, proportionate to their size, nature and risk profile, to identify and assess these impacts and risks. This shall include impacts on, and risks associated with, ecosystems and species. Where potential material biodiversity impacts are identified, suppliers and partners shall have strategies in place to address these.

Suppliers and partners are encouraged to have similar knowledge of material impacts and risks related to biodiversity, ecosystems and species in their supply chains.

Suppliers and partners are encouraged to contribute to biodiversity enhancement and restoration and, where relevant, to consider dependencies on nature and ecosystem services. Alignment with the Kunming-Montreal Global Biodiversity Framework is encouraged where appropriate to the nature and scale of operations.

4.4 Environmental performance

Suppliers and partners shall transparently disclose environmental data and metrics to Vattenfall that are necessary for Vattenfall to fulfil its compliance and reporting obligations under law.

Suppliers and partners should, upon request, disclose information on environmental impacts associated with their operations to Vattenfall, including but not limited to: greenhouse gas emission sources and emissions (Scope 1, 2 and, where relevant, Scope 3); climate change mitigation and adaptation measures and climate targets; resource use including energy, water, hazardous substances and materials; pollution and waste management; and biodiversity impacts, risks and management.

Suppliers and partners are encouraged to disclose equivalent information pertaining to their supply chains to Vattenfall. Disclosure should be proportionate to the suppliers or partners size, nature and environmental risk profile.

5 Business integrity

5.1 General

Suppliers and partners shall conduct business in compliance with internationally agreed standards on *business ethics* and adhere to applicable *business integrity* laws and regulations.

5.2 Corruption and financial crime

Suppliers and partners shall not engage in or tolerate any form of corruption, bribery, extortion, fraud or embezzlement. Suppliers and partners shall not offer or accept any benefits in order to obtain any undue or improper advantage, or with the intention to let the receiver act in breach of his or her professional duties. Such improper benefits may include cash, non-monetary gifts, pleasure trips or services and amenities of any other nature. Suppliers and partners shall also prevent and refrain from any involvement in *labour market crime*.

Suppliers and partners should take measures against and never tolerate any form of money laundering, tax fraud, tax evasion or other illegal financial schemes that may be indicated by the use of tax havens and jurisdictions prone to financial crime.

5.3 Trade control and sanctions

Suppliers and partners shall comply with applicable laws and regulations regarding trade control and trade restrictions, as well as relevant economic sanctions.

5.4 Conflict of interest

Suppliers and partners shall avoid conflicts of interest that may compromise the supplier's or partner's credibility or third parties' confidence in Vattenfall.

5.5 Competition law

Suppliers and partners shall respect and comply with applicable competition laws and regulations, including the obligation not to exchange commercially sensitive and strategic information with competitors or enter into anti-competitive agreements with any business partner.

5.6 Protection of intellectual property rights and confidential information

Suppliers and partners shall respect Vattenfall's intellectual property rights and protect Vattenfall's information by safeguarding it against misuse, theft, fraud or improper disclosure. This includes patents, trademarks, copyright, and trade secrets.

6 Reporting irregularities to Vattenfall - Whistleblowing

If the supplier or partner, its employees, consultants, contractors, local communities, or any other stakeholder believes that the terms of the Code are not adhered to, or that Vattenfall is not acting in accordance with its own Code of Conduct and Integrity, Vattenfall encourages such concerns to be raised via the whistleblowing channel.

See https://corporate.vattenfall.com/about-vattenfall/corporate-governance/internal-governance/integrity/whistleblowing

References

In preparing the Code the following references were consulted:

1 1948 Universal Declaration of Human Rights (UDHR) https://www.un.org/en/about-us/universal-declaration-of-human-rights

2 2030 Agenda for Sustainable Development https://sustainabledevelopment.un.org/post2015/transformingourworld/publication

3 Children's Rights and Business Principles https://www2.ohchr.org/english/bodies/crc/docs/AdvanceVersions/CRC-C-GC-12.pdf

4 Corporate Sustainability Due Diligence Directive: EUR-Lex - 02024L1760-20260318 - EN - EUR-Lex

5 Corporate Sustainability Reporting Directive EUR-Lex - 02022L2464-20260318 - EN - EUR-Lex

6 ETI Base Code https://www.ethicaltrade.org/eti-base-code

7 EU Conflict Minerals Regulation https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=OJ:L:2017:130:FULL&from=EN

8 EU OSH Framework Directive: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01989L0391-20081211

9 Free, prior and informed consent: a human rights-based approach. Study of the Expert Mechanism on the Rights of Indigenous Peoples https://www.ohchr.org/en/documents/thematic-reports/free-prior-and-informed-consent-human-rights-based-approach-study-expert

10 German Act on Corporate Due Diligence in Supply Chains https://www.bgbl.de/xaver/bgbl/start.xav?startbk=Bundesanzeiger_BGBl&jumpTo=bgbl121s2959.pdf#__bgbl__%2F%2F*%5B%40attr_id%3D%27bgbl121s2959.pdf%27%5D__1630594548925

11 Greenhouse Gas Protocol https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf

12 Green Hydrogen Cost Reduction, IRENA, 2021 https://www.irena.org/-/media/Files/IRENA/Agency/Publication/2020/Dec/IRENA_Green_hydrogen_cost_2020.pdf

13 International Labour Organization, specifically the documents listed below: https://www.ilo.org/

- Abolition of Forced Labour Convention (C.105-1957)
- Declaration on Fundamental Principles and Rights at Work, adopted in 1998 and amended in 2022
- Discrimination (Employment and Occupation) Convention (C.111-1958)
- Equal Remuneration Convention (C.100-1951)
- Forced Labour Convention (C.29-1930)
- Freedom of Association and Protection of the Right to Organise Convention (C. 87-1948)
- Guidelines on Occupational Safety and Health (ILO-OSH-200)
- Minimum Age Convention (C.138-1973)
- Right to Organise and Collective Bargaining Convention (C. 98-1949)
- Violence and Harassment Convention [C.190].
- Worst Forms of Child Labour Convention (C.182-1999)

14 International Organization for Standardization, specifically the standards listed below:

- ISO14001:2026 http://www.iso.org/iso/iso14000
- ISO 26000:2010 Guidance on Social Responsibility https://www.iso.org/iso-26000-social-responsibility.html
- ISO 45001:2018 Occupational health and safety management systems https://www.iso.org/standard/63787.html (replaced OHSAS 18001)

15 International Energy Agency (IEA) "The role of minerals for the energy transition - Mineral requirements for clean energy transitions" - https://www.iea.org/reports/the-role-of-critical-minerals-in-clean-energy-transitions/mineral-requirements-for-clean-energy-transitions

16 International Renewable Energy Agency (IRENA) "Critical Materials For The Energy Transition" - https://www.irena.org/Technical-Papers/Critical-Materials-For-The-Energy-Transition

17 Norwegian Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions (Transparency Act) https://lovdata.no/dokument/NLE/lov/2021-06-18-99

18 OECD Due Diligence Guidance for Responsible Business Conduct https://mneguidelines.oecd.org//OECD-Due-Diligence-Guidance-for-Responsible-Business-Conduct.pdf

19 OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-

Affected and High-Risk Areas https://www.oecd.org/en/publications/2016/04/oecd-due-diligence-guidance-for-responsible-supply-chains-of-minerals-from-conflict-affected-and-high-risk-areas_g1g65996.html
20 OECD Guidelines for Multinational Enterprises https://mneguidelines.oecd.org/mneguidelines/
21 Responsible Minerals Sourcing for the Renewable Energy, Sustainable Futures Institute, 2019 https://earthworks.org/wp-content/uploads/2019/04/Responsible-minerals-sourcing-for-renewable-energy-MCEC_UTS_Earthworks-Report.pdf
22 Social Accountability 8000 www.sa-intl.org/
23 The Critical Raw Materials Act https://single-market-economy.ec.europa.eu/sectors/raw-materials/areas-specific-interest/critical-raw-materials/critical-raw-materials-act_en
24 The Role of Critical Minerals in the Clean Energy Transitions, International Energy Agency, 2021 https://iea.blob.core.windows.net/assets/278ae0c8-28b8-402b-b9ab-6e45463c273f/TheRoleofCriticalMineralsinCleanEnergyTransitions.pdf
25 UK Modern Slavery Act https://www.legislation.gov.uk/ukpga/2015/30/pdfs/ukpga_20150030_en.pdf
26 UN Declaration on the Rights of Indigenous Peoples https://www.ohchr.org/en/indigenous-peoples/un-declaration-rights-indigenous-peoples
27 UN Global Compact https://unglobalcompact.org/
28 UN Guiding Principles on Business and Human Rights https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf
29 UN National Human Rights Action plans https://www.ohchr.org/en/documents/tools-and-resources/guidance-national-action-plans
30 UN Sustainable Development Goals http://www.un.org/sustainabledevelopment/
31 United Nations Convention against Corruption https://www.unodc.org/unodc/en/treaties/CAC/index.html
32 Vattenfall Code of Conduct and Integrity https://group.vattenfall.com/about-us/corporate-governance/internal-governance/integrity
33 Vattenfall Human Rights Policy https://group.vattenfall.com/sustainability/social-responsibility/human-rights
34 Voluntary Principles of Business and Human Rights www.voluntaryprinciples.org
35 Work Environment Act (1977:1160) (Arbetsmiljölag): https://www.riksdagen.se/sv/dokument-och-lagar/dokument/svensk-forfattningssamling/arbetsmiljolag-19771160_sfs-1977-1160/
36 World Bank report “Minerals for Climate Action – The Mineral Intensity of the Clean Energy Transformation” – https://www.ohchr.org/en/documents/thematic-reports/free-prior-and-informed-consent-human-rights-based-approach-study-expert

Explanation about the different requirement levels

Requirement level	Keyword	Explanation
Hard requirement	Shall	Standards and requirements that suppliers and partners must abide by. The "Shall" requirements are connected to internationally recognised laws, regulations, and frameworks.
Soft requirement	Should	Standards that suppliers and partners are strongly expected to adhere to, but that are not a hard requirement. The "Should" requirements are connected to international standards and expectations on companies, as well as to upcoming laws and regulations that will likely become hard requirements in the near future.
Soft requirement	Encourage	Standards that suppliers and partners are encouraged to follow. The "Encourage" expectations are not hard requirements, but are related to good practices which for instance have not yet been translated into international standards and laws.

Glossary

Best Available Technologies	Best Available Technologies (BAT) are "state of the art", advanced and proven techniques for the prevention and control of industrial emissions and the wider environmental impact caused by industrial installations. These are developed at scale and implemented where economically and technically viable.
Business ethics	Business ethics are principles that guide decision-making. These are standards and norms that govern the actions and behaviour of an individual in the business organization, based on what is widely considered ethical or unethical in a business context.
Business integrity	As outlined by the OECD, business integrity refers to ensuring a more ethical and accountable business landscape by implementing robust internal control, ethics and anticorruption measures, as well as corporate governance frameworks, due diligence practices and fair and open competition when interacting with companies and governments, both domestically and internationally.
Child labour	Any kind of activity or work which is harmful to the intellectual, physical, social and moral development of persons under 18 and undermines their education by preventing them from going to school, forcing them to abandon schooling too soon or requiring them to work and study at the same time.
Conflict-affected and high-risk areas	Conflict-affected and high-risk areas are areas in a state of armed conflict or fragile post-conflict as well as areas

	witnessing weak or non-existent governance and security, such as failed states, and widespread and systematic violations of international law, including human rights abuses.
Greenhouse gas emissions	As outlined by the UNFCCC, greenhouse gases consist of carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF6), and nitrogen trifluoride (NF3).
High-risk minerals	High-risk minerals are critical minerals for the energy transition, these include: Conflict minerals, which are mined in areas affected by armed conflict and human rights abuses. Critical minerals for the energy transition which are aluminium, chromium, cobalt, copper, graphite, indium, iron, lead, lithium, manganese, molybdenum, nickel, phosphorus, silver, titanium, vanadium, zinc. Rare earth elements (REEs) are minerals that are difficult to extract and are mainly used in energy-efficient and sustainable energy technologies. Platinum group metals (PGMs) are a family of six elements that are valued for their wide range of industrial, medical, and electronic applications.
Human rights and environmental defenders	These are people who, individually or with others act to promote, protect or strive for the protection and realisation of human rights, environmental rights and fundamental freedoms. They may be community leaders, Indigenous Peoples, legitimate representatives, trade union representatives, lawyers, journalists or people working for non-governmental organisations (NGOs) or intergovernmental organisations. This definition does not include individuals or groups who commit or propagate violence.
Labour market crime	A set of systematic and intentional violations of laws and rules governing work and employment, carried out to gain unfair economic advantages. Labour market crime occurs when employers, intermediaries, or organised actors deliberately break labour, tax, migration, or social security rules, harming workers, legitimate businesses, and society at large.
Living wage	This is the wage level that is necessary to afford a decent standard of living for workers and their families, taking into account the country circumstances and calculated for the work performed during the normal hours of work.

Material	Material impacts are significant actual or potential positive or negative effects on people or the environment, arising from the undertaking's operations or value chain, assessed based on their severity and likelihood over time, regardless of financial impact on the undertaking.
Partners	This includes but is not limited to, consortium partners, joint venture partners, etc. For the avoidance of doubt customers and employees of Vattenfall are excluded from this scope.
Scope 1 emission	Includes direct greenhouse gas emissions.
Scope 2 emission	Includes indirect emissions pertaining to energy use.
Scope 3 emission	Includes value chain emissions.
Serious health and safety incidents and hazards	Events or conditions that result in, or have a high potential to result in, fatality, life-threatening or life-altering injury or illness.
Sub-suppliers	Also called indirect suppliers. This is any company that is not a direct supplier and whose supplies are necessary for the manufacturing of the direct supplier's product or for the provision and use of the relevant service. This can include Tier 2 suppliers and beyond.
Supplier	Any undertaking that provides goods and/or services to Vattenfall, either directly or indirectly, within the context of a business relationship. This includes entities commonly referred to as direct suppliers or Tier 1 suppliers, as well as companies contracted by a unit within Vattenfall to perform work at a Vattenfall-controlled location or under Vattenfall's supervision (i.e. contractors). Throughout this Code, the term "supplier" is used as a collective, catch-all term encompassing all such entities.
Supply chain	A network of organisations, people and resources involved in the creation and delivery of a product or service to a customer.
Traceability assessments	Refers to the methodical confirmation of the origin, journey and related practices involved in the creation of products and their parts, from the beginning stages of the supply chain to their final use. These assessments are a way to verify and support sustainability claims about commodities and products, with the aim of ensuring that ethical and environmentally respectful practices are maintained throughout the whole supply chain.

Value chain	All activities, operations, business relationships and investment chains of an undertaking, including entities with which the company has a direct or indirect business relationship, upstream and downstream.
Vattenfall	"Vattenfall" is an abbreviation for the Vattenfall Group which encompasses Vattenfall AB, its fully owned subsidiaries and other companies directly or indirectly controlled by Vattenfall AB (e.g. via ownership, by control agreement or other management control).