



Our Code of Conduct

We are an organisation fully committed to sustainability. Our products and services are intrinsically environmentally positive, providing renewable energy to mitigate the climate crisis.

Operationally, we uphold the principles of the UN Global Compact, respect the International Labour Organisation (ILO) core standards, and at all times behave ethically and responsibly. We do this by:

- **Legal compliance:** Obeying national laws in all countries in which we operate.
- **Corruption:** Prohibiting corruption in all its forms, including bribery, extortion, fraud, embezzlement, money laundering and facilitation payments. Gifts and hospitality are not accepted if they are in any way thought, or perceived to be, in return for showing favour/disfavour to another individual/organisation.
- **Data privacy:** Protecting personal information and operating in accordance with General Data Protection Regulation (GDPR).
- **Discrimination:** Providing an inclusive and equal opportunity work environment and not discriminating against employees or job applicants on the basis of race, colour, nationality, ethnic or national origin, age, sex or sexual orientation, gender reassignment, religion or belief, marital or civil partner status, pregnancy or maternity, political opinion or disability (including as a result of health conditions relating to coronavirus, HIV and mental health). We remunerate equally for work of equal value.
- **Environment:** Taking a precautionary approach to environmental challenges, minimising environmental harm and maximising our positive environmental impact through our products and services.
- **Freedom of association:** Employees are entitled to establish and join worker organisations and use these for the purpose of collective bargaining. We will notify and consult with any such organisations on significant employee-related matters.
- **Health & safety:** Providing a safe and healthy working environment for employees.
- **Human rights:** Respecting and upholding human rights and prohibiting complicity in any human rights abuses.
- **Labour standards:** Prohibiting the use of child labour (under the age of 18), forced/compulsory labour and modern slavery. We pay fair remuneration, including company performance linked bonuses, and in the UK all staff are paid above the Real Living Wage. After a probation period all employees receive pension contributions. Employees are not expected to work more than 48

Regener8 Power Limited

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hours a week, receive far in excess of the ILO recommended paid holiday and we do not operate zero hours contracts.

- **Political influence:** Prohibiting lobbying that conflicts with the standards that we uphold in this policy, and not donating to any political parties.
- **Responsible procurement:** Considering social and environmental impacts in our procurement decisions.

This Code of Conduct documents the policies that apply to Regener8 Power and all its subsidiaries. The Code is reviewed and updated annually. Employees and other stakeholders are invited, and encouraged, to raise any suspected non-compliances with this Code to our Co-CEOs.



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