



CODE  
**OF CONDUCT**  
*for strategic partners*



[h2air.fr](http://h2air.fr)

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**H2air is an independent company, creating renewable energy solutions, which has a positive impact on people & their planet.**



Driven by this purpose, we have structured our responsible approach, beginning with our **CSR charter**, adopted by the group on December 7, 2022. This was followed by **our responsible procurement policy**, which outlines our core guiding principles for more virtuous purchasing. This **code of conduct** for our strategic partners further supports these principles.

This code lists **the requirements of the H2air group towards strategic partners** regarding compliance with our values, in accordance with our CSR approach.

Are considered strategic partners all suppliers, service providers and subcontractors who collectively represent at least 90% of H2air's total purchase volume.



# OUR REQUIREMENTS

for strategic partners



- > Ensuring **compliance** with **international ethical standards** such as:

[International Labour Organization \(ILO\) Conventions](#)

[The guiding principles of the Organisation for Economic Cooperation and Development \(OECD\)](#)

[The UN Global Compact's 10 Principles](#)

[The Universal Declaration of Human Rights](#)

- > **Prohibiting child labour** and all forms of **slavery**, as well as any form of forced or covert labour
- > Making **health, safety, and hygiene** for workers a **top priority**
- > Preserving **freedom of association** and **collective bargaining**
- > Promoting **gender equality** and pay equity
- > **Prohibiting** all forms of **discrimination** and combating all forms of **harassment**

- > Providing **fair wages** aligned with the cost of living and local labor market standards

- > Developing **equitable partnerships** while monitoring and avoiding economic dependency with various suppliers and subcontractors

- > **Combating** all forms of **corruption** and potential **conflicts of interest**

- > Demonstrate **environmental responsibility** and proactively suggest ways to **reduce our environmental and societal impact**

- > **Protect confidential information** shared by H2air within the context of commercial relationships

Because this list of requirements is not exhaustive, we consider it essential that all **our strategic partners act with exemplary conduct** at all times.

H2air expects partners to report any violations of these principles, whether it is potential or actual, without delay by emailing [rse@h2air.fr](mailto:rse@h2air.fr).

This email address can also be used to communicate any suggestions regarding responsibility and ethics of our activities.

Additionally, H2air reserves the **right to audit or make someone audit** all its **strategic partners** to ensure compliance with this code's principles and convictions.

Finally, in the case of a **serious and/or repeated breach** of requirements of this code of good conduct by one of our strategic partners, we could then decide to **reconsider our business relationship with the offending partner**, and we reserve the right to institute any legal proceedings that we would deem necessary.