

Modern Slavery Statement

As outlined across all international human rights practices, we advocate for the respect of basic human rights and avoid doing business where human rights are disregarded. We are strictly opposed to forced or compulsory labour. We do not participate in or benefit from forced labour, including bonded labour, debt bondage, slavery or human trafficking. All labour shall be voluntary and all employees are free to leave upon reasonable notice. Moreover, we are strictly opposed to the use of child and under-aged labour under any circumstance and will not directly or indirectly support the exploitation of children.

We developed our [Code of Ethics](#) to formalise our expectations and standards for the way we do business as Aquila Group employees. Employees of Aquila Group are guided by the laws, regulations, policies and standards that apply to our industry and profession. Yet we aim to advance our actions beyond mere compliance with local laws and regulations to ensure the long-term prosperity of all our stakeholders - employees, suppliers, contractors, partners, clients, local communities and society at large. This sense of responsibility is important because most laws and guidelines do not cover all spheres of our influence and as employees, we also have our own set of values.

We use our [Code of Conduct for Business partners](#) to bind our counterparties to our standards and we embed these standards in our contracts. This includes specific requirements for human rights and labour practices, such as human rights due diligence, child labour and labour conditions. In the context of this Code of Conduct, any legal entity or natural person presently or in the future involved in any business activities with Aquila Group is referred to as a "Business Partner(s)". These may include, but are not limited to, the following: sub-contractors, sub-suppliers, suppliers and advisors. Acceptance of and compliance with the terms and conditions, established in this Code, represents a key criterion when evaluating, selecting and engaging with Business Partners, both at the initial establishment of the relationship and across its lifecycle. The Code reflects Aquila Group's ambitions to advance social and environmental responsibility and therefore may require Business Partners to go beyond compliance with locally applicable laws and regulations.

Counterparties who collaborate with Aquila Group or act on its behalf are subject to regular screening and checks, which are conducted in cooperation with the Compliance department. Leveraging third-party systems, we aim to identify any potential and confirmed misbehaviour and violations of aforementioned standards. Aquila Group also has a [whistleblower channel](#) for employees and third parties to communicate and/or report any malpractice.

At Aquila Group we review the Code of Ethics and Code of Conduct every year to ensure that all the projects we develop and the contracts we sign with the parties involved contain the highest standards in terms of ethics and human rights. In 2024, to ensure that we govern ourselves and our business partners for a positive societal impact we decided to become a UN Global Compact participant.

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