

Doosan Škoda Power is a leading European producer and supplier of products and customer services in the power industry developed from over a century-old tradition of steam turbine production. The basis of successful bids is the company's own research and development activities, IT-assisted planning and designing, use of standardized design and project solutions, superior production and technology, assembly and commissioning, after sales service and consulting.

Doosan Škoda power is committed to sustainability in all its operations. According to its sustainability policy and internal Code of Conduct, Doosan Škoda power wants to actively engage with main shareholders to continuously improve its environmental, social and economic performance. Goods and services providers for Doosan Škoda Power and their contractual partners play an important role in Doosan Škoda Power efforts towards sustainability.

The purpose of this Code of Conduct is to define the basic sustainability requirements placed on Doosan Škoda Power suppliers. All of Doosan Škoda Power suppliers are obligated to implement the principles of the Supplier Code of Conduct across their all business activities.

Furthermore, Doosan Škoda Power expects its suppliers to verify compliance by providing information and allowing possible audits at site by Doosan Škoda Power.

The Supplier Code of Conduct is based on the ten principles of the United Nations Global Compact. (www.unglobalcompact.org).

CODE OF CONDUCT FOR SUPPLIERS

BUSINESS PRINCIPLES

Doosan Škoda Power suppliers shall comply with all the applicable laws and regulations in all locations where they conduct business. If such laws do not exist, the principles of the Supplier Code of Conduct shall be used as guidelines. In case of conflict of the above-mentioned laws and regulations with the principles of this Code, Doosan Škoda Power expects its suppliers to act to fulfil the principles of conduct pursued by this Code.

In addition to complying with all applicable legal and regulatory requirements, Doosan Škoda Power suppliers are expected to act in accordance with high standards of business ethics.

Suppliers agree to safeguard the confidentiality of confidential information concerning Doosan Škoda Power business partners and customers, issue accurate and relevant financial and other information on Doosan Škoda Power business activities and compete fairly and ethically in all other respects as well.

Anti-Corruption conduct

The highest standards of integrity are to be expected in all business interactions. Any form of corruption, bribery, including any improper payment or other forms of benefits for employees in order to influence decision-making in conflict with the law, or blackmail of employees or organizations, is prohibited.

Doosan Škoda Power also expects that if any of the behaviour mentioned above will be proved directly from the employees towards the suppliers, the suppliers will immediately inform the top management of the company.

The top management welcomes and positively evaluates the feedback from the supplier in case of infringing setup rules of business and company ethics.

Intellectual property protection

Suppliers will protect, and only in an appropriate manner and in accordance with commitments to Doosan Škoda Power, use information that is not generally known and suppliers obtained them in the course of business with Doosan Škoda Power.

Doosan Škoda Power Compliance

For information on violations of the rules in this document is available **NAVEX line +420-800-144-105**. Communication with the whistleblower is in Czech. The whistleblower is led to the final notification by a system of successive links. NAVEX line is established by Doosan Corp. and the reports made via this channel are secured so the allegation is accessible only to a specific authorized person at Doosan Škoda Power. The allegation may be made anonymously.

Suppliers are required to actively clarify suspected cases and during their clarifying fully cooperate with Doosan Škoda Power.

If there is reasonable suspicion that a supplier has violated this Code of Conduct, or if a supplier fails to fulfill its obligation to cooperate and collaborate in clarifying the case in the event of reasonable suspicion, Doosan Škoda Power may terminate its business cooperation with the supplier in question with immediate effect. In the event of a violation of the Code of Conduct, Doosan Škoda Power reserves the right to pursue other legal action, in particular to claim compensation for damage.

HUMAN RIGHTS

Doosan Škoda Power suppliers shall support, and respect internationally proclaimed human rights. Doosan Škoda Power suppliers shall make sure that they are not engaged in human rights abuses.

LABOUR STANDARDS**Freedom of association**

Doosan Škoda Power suppliers shall recognize and respect employees' freedom of association and their right to freely choose their representatives. The suppliers shall also recognize employees' right to collective bargaining. The top management welcomes and positively evaluates the feedback from the supplier in case of infringing setup rules of business and company ethics.

Forced labour

Doosan Škoda Power suppliers shall not use forced labour and employees are free to leave their employment after reasonable notice as required by national law or contract. Employees are not required to lodge deposits of money or identity papers with their employer.

Employment conditions

The employees of Doosan Škoda Power suppliers understand their employment conditions. Pay and terms are fair and reasonable and comply at a minimum with national laws or industry standards, whichever are higher. Working hours comply with national laws. Employees should have at least one day off per seven-day week.

Child labour

Doosan Škoda Power suppliers shall not, under any condition, employ children who are below the minimum legal age for employment. Minimum age is the age of completion of compulsory education, or not less than 15 years (or 14 years where the law of the country permits). Children over minimum age are not employed for any hazardous work or work that is inconsistent with the child's personal development.

Non-discrimination

Doosan Škoda Power suppliers shall treat their employees with respect and dignity. All kinds of discrimination based on partiality or prejudice is prohibited such as discrimination based on race, colour, gender, sexual orientation, marital status, pregnancy, parental status, religion, etc. Threats of violence, corporal punishment, physical or verbal abuse or other unlawful harassment are strictly prohibited.

Working conditions

Doosan Škoda Power suppliers shall provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Appropriate health and safety information, training and equipment shall be provided to employees. Suppliers shall also comply with any additional safety requirements agreed in the contract documents. At a minimum, suppliers shall provide employees with drinking water, clean toilets, adequate ventilation, emergency exits, proper lighting and access to first aid supplies or other provisions for emergency care.

Prevention of alcohol and drug use at work

Alcohol and drugs are not allowed at Doosan Škoda Power. Suppliers' employees and their sub-suppliers are permitted to work at Doosan Škoda Power workplaces only if they are sober and drug-free.

Suppliers shall have a policy or guidelines in order to take precautionary action of alcohol and drug abuse.

Occasional drug and alcohol tests can be performed on supplier's employees when they are working at Doosan Škoda Power workplaces, if those are allowed in national (or local) legislation.

ENVIRONMENT

Doosan Škoda Power suppliers shall consistently support a precautionary approach to environmental issues and undertake initiatives to promote greater environmental responsibility.

At a minimum, suppliers shall comply with all applicable environmental laws and regulations. Suppliers are encouraged to implement their own management systems to meet these requirements. Doosan Škoda Power also encourages its suppliers to the development and diffusion of environmentally friendly technologies.

Corporate social responsibility

In addition to offering employment opportunities, training and development activities Doosan Škoda Power sees their special responsibility in promoting social development, particularly at regional and local level - especially initiatives in the social, environmental and cultural areas.

Doosan Škoda Power therefore welcomes civil, political and social efforts of its suppliers if it is for the relevant national, regional or local circumstances as adequate.