

# Code of Conduct

## Our Commitment to Integrity

Prepared by: YES-EU Group  
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### 1. Purpose & Scope

This Code of Conduct sets out the ethical, environmental, and social standards that YES-EU Group expects from its employees, partners, suppliers, and contractors in the development, operation, and supply of renewable energy, Charging systems and battery energy storage systems (BESS).

### 2. Business Ethics & Compliance

- Operate in full compliance with EU laws, directives, and local regulations.
- Zero tolerance for corruption, bribery, or unfair competition.
- Transparent and accurate reporting of financial and environmental performance.

### 3. Human Rights & Labor Practices

- Respect the UN Guiding Principles on Business and Human Rights.
- Prohibit child labor, forced labor, and modern slavery in all supply chains.
- Ensure fair wages, safe working conditions, and freedom of association.
- Promote diversity, equity, and inclusion across all operations.

### 4. Environmental Responsibility

- Design and operate projects with the goal of net-zero carbon impact.
- Comply with the EU Batteries Regulation (2023/1542) on sustainability, safety, and recycling.
- Minimize waste, emissions, and water consumption across operations.
- Support circular economy by enabling reuse, refurbishment, and recycling of batteries and equipment.



## 5. Supply Chain & Raw Materials

- Conduct supply chain due diligence in line with the EU Critical Raw Materials Act and OECD standards.
- Source responsibly, avoiding materials linked to conflict, deforestation, or unethical practices.
- Give preference to suppliers with certifications (ISO 14001, ISO 45001, RBA, IRMA, etc.).
- Require suppliers to commit to this Code of Conduct and provide traceability data.

## 6. Health & Safety

- Comply with ISO 45001 and national occupational health and safety laws.
- Prioritize worker and community safety in construction, operation, and decommissioning of renewable assets.
- Implement robust fire safety and risk management for BESS and Charging facilities.

## 7. Community Engagement & Social Impact

- Engage transparently with local communities where projects are developed.
- Respect land rights, cultural heritage, and environmental justice.
- Support skills development, local hiring, and fair distribution of project benefits.

## 8. Data, Digitalization & Transparency

- Ensure responsible management of battery data as required by the Renewable Energy Directive (RED Article 20a).
- Protect personal and corporate data in line with GDPR.
- Report ESG performance annually using recognized frameworks (GRI, CSRD, EU Taxonomy).

