

Corporate social responsibility

INTRODUCTION

Ardor OÜ is committed to pursuing a responsible, sustainable and profitable business. We act in compliance with the applicable legislative requirements, acts and regulations and we respect human rights, our employees, our business partners and the environment. To protect and promote these values we have adapted the principles of United Nations Global Compact.

HUMAN RIGHTS

- We support and respect the protection of internationally proclaimed human rights and we will never be complicit in human right abuses.

LABOUR

- We respect the freedom of association and recognise the right to collective bargaining.
- We will never use or support the use of any forms of forced and compulsory labour.
- We will never use or support the use of child labour.
- We will not discriminate our employees based on their social status, nationality, color, religion, disability, sex, sexual orientation, marital status, employment position, political opinion, age, or based on any other characteristics that are not related to their inherent requirements of the job.

ENVIRONMENT

- We are committed to supply to our customers sustainable biomass that has been produced from feedstock originating from a verified chain of custody.
- We strive towards a resource efficient production and give our continuous effort to reduce our environmental impact.

ANTI-CORRUPTION AND OPEN COMPETITION

- We do not accept bribery or corruption in any form.
- Our principles against bribery and corruption are summarised in our Anti-Bribery and Corruption Policy.
- We are committed to open and fair competition. We will not participate in any activities that harm open and fair competition or are in violation with anti-trust laws or directives.

BREACHES AGAINST THE POLICY

- Any Ardor OÜ's employee who suspects violations of this Policy must speak up and raise the issue to their line manager. When an employee does speak up, Ardor expressly forbids any form of retaliation.

SCOPE

This Policy is applicable to every employee of Ardor OÜ and its Board of Directors.

ROLES AND RESPONSIBILITIES

Each Manager is responsible for ensuring that this Policy is duly communicated and implemented within their team, and that the team members understand and follow this Policy. Every employee bears the responsibility for violating any principle of Ardor's Corporate Social Responsibility Policy.