



Business Practices for Business Partners



1.0 Introduction

At Lyras, we wish to conduct business and achieve ambitious goals in a responsible and sustainable way.

We follow the internationally agreed core principles on human rights, environment, and anti-corruption. This enables us to identify and prevent any adverse impact on human rights, environment and anti-corruption occurring because of our own activities, or through the operations of our business partners.

Our business partners play a central role in our wish to conduct and achieve business in through sustainable and responsible practices. As such, we expect our suppliers to also run their operation in a responsible way and to manage adverse impacts on human rights, environment, and anti-corruption within their business.

Lyras requires any business partner to acknowledge, accept and adhere to Lyras Business Practices for Business Partners, as set out below.

2.0 Our expectation

We follow applicable regulations wherever we operate. In the same way, we expect our business partners to keep updated on and follow all applicable national and international laws and regulations and to comply with the international principles for sustainable and responsible business conduct.

In line with our own ambitions, we expect, at a minimum, that our business partners address:

- Negative impacts on human rights stated in the International Bill of Human Rights, including the core labour rights (ILO).
- Negative impacts on the environment in relations to areas addressed by the EU Taxonomy, the Rio Declaration on Environment and Development, including the climate as reflected in the Paris Agreement.
- Issues related to corruption, as outlined by the United Nations Convention against Corruption.

Moreover, we expect our business partners to ask their respective business partners to demonstrate responsible business conduct in relation to social, environmental, and economic sustainability too.

The following highlights are specific examples of minimum expectations of business partners performance.

3.0 Human Rights including Labor Rights

At Lyras we run our business in a responsible way and follow the internationally agreed core principles on human and labor rights.

In line with our own ambitions, we expect our business partners to:

- Respect the international agreements on human rights and provide an example of good human rights practices in their operations.
- Provide equal opportunities for their employees and eliminate discrimination based on e.g., origin, gender, religion, disability, age, sexual orientation etc.
- Eliminate any form of forced or compulsory labor which means ensuring that employees are free to resign and that all feasible measures are taken to prevent workers from falling into debt bondage through company loans or otherwise.
- Respect the rights of children to develop and receive an education and do not engage in or tolerate the use of child labor.
- Respect the requirements of applicable laws, rules, regulations, and industry standards concerning trade unions, working hours and minimum wages.

The responsibility to respect human rights refers to internationally recognized human rights contained in the International Bill of Human Rights.

4.0 Health and Safety

At Lyras, it is a top priority that all employees can leave the company just as healthy and fit as when they arrived. To that end, we strive to ensure a safe, good, and healthy working environment for our employees.

In line with our own ambitions, we expect our business partners to:

- Provide a secure and healthy working environment for all their workforce.
- Prevent and minimize the risk of accidents, injury, death, and exposure to health risks in the workplace.
- Drive continuous improvements on working environment, health, and safety.

5.0 Environment and sustainability

At Lyras, we equate sustainability with responsibility for both people and the environment. We strive to comply with all relevant compliance obligations, both in relation to our operational activities, services, and the products in our portfolio.

Lyras whole business is built around the purpose of accelerating the global reduction of CO2 emissions within the processing industry and enhancing future generation's ability to meet their own needs. We produce technology that enables our customers to achieve energy and water reduction, and we work actively on reducing our own total environmental impact.

We expect our business partners to support this responsibility by offering sustainable solutions, services, and products. Moreover, we expect our suppliers to comply with all applicable laws and regulations regarding sustainability solutions.

At Lyras, we aim to have sustainability considerations incorporated as an integral part of our business activities and strive to reduce the adverse impact of these business activities.

In line with our own ambitions, we expect our business partners to:

- Seek out actions to reduce CO2 emissions in their own operations, products, and services.
- Identify, label, and manage hazardous substances, chemicals, waste, and other materials posing danger to humans or the environment, to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal.
- Seek out actions to manage resources, including waste, in a sustainable and circular way.

6.0 Anti-corruption

At Lyras, we conduct all our business in an honest and ethical manner and maintain a zero-tolerance policy on corruption.

In line with our own ambitions, we expect our business partners:

- Not to engage in any form of corrupt practice, including extortion, fraud, bribery, facilitation payment, or money laundry
- To comply with all laws, rules, and regulations relevant to anti-corruption.

7.0 Contractual Arrangements

Lyras' business partners must ensure compliance with or exceed its obligations as set out in Lyras Business Practices for Business Partners. Compliance with the requirements is a condition of any agreement or contract between Lyras and the business partner.

If requested, Lyras' business partners are obligated provide Lyras with appropriate documentation proving compliance with Lyras Business Practices for Business Partners.

In the event of a material and/or repeated breach by the business partner of any of its obligations under Lyras Business Practices for Business Partners, Lyras is entitled in whole or in part to terminate co-operation with the business partner, without incurring any liability towards the business partner.

Accepted and agreed to on behalf of

Company name and address in print: _____

I, the undersigned, acknowledge that I am authorized to bind this company to the terms of Lyras Business Practices for Business Partners

Name and title in print: _____

Signature: _____

Date: _____