



LRE

# Supplier Code of Conduct

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Sustainable Energy Solutions  
Go Beyond Meeting Demand

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# 01

## INTRODUCTION

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SUPPLIER CODE OF CONDUCT

At LRE, we are dedicated to advancing sustainability through responsible sourcing. This includes our dedication to human rights, environmental stewardship, health and safety, business ethics, and fostering a diverse and sustainable supply chain.

LRE's Suppliers contribute significantly to our success in delivering reliable, clean energy to the communities in which we operate, and we rely on their commitment to conducting business ethically and responsibly. This Supplier Code of Conduct outlines LRE's commitment to advancing this important aspect of our mission. LRE requires all Suppliers to adhere to this Supplier Code of Conduct.



“Suppliers” refers to any party that provides goods or services to LRE for compensation, including our direct and indirect suppliers, labor providers, logistics providers, and distributors, and in each case including such party’s parent, subsidiary, or affiliate entities, and their respective employees, agents, and other representatives. Suppliers must also require their subcontractors and sub-tier suppliers to adhere to this Supplier Code of Conduct in their operations and across their supply chains.

We recognize that our Suppliers may be at different maturity levels, but we expect all Suppliers to demonstrate continuous progress. The type, size, and structure of the Supplier will be taken into consideration when driving continuous improvement in line with the standards set forth herein, to the extent permitted by law. Although we reserve the right to take action at any time for failure to meet the standards set forth herein, up to and including terminating a Supplier relationship, termination will be considered as a last resort, for reasons including when a Supplier refuses to cooperate, refuses to change a required behavior or practice, does not make timely progress on remediation, or engages in falsification or misrepresentation of records or other illegal or deceitful activity.



## **Compliance**

Our suppliers shall uphold the expectations outlined in this Supplier Code of Conduct by effectively communicating these requirements throughout their supply chain. This includes adopting management systems, policies, procedures, and training within their own operations. Our Suppliers are required to comply with (1) all applicable national, state, and local laws/regulations in the markets where they operate, (2) all applicable international treaties, including the Minamata Convention, the Stockholm Agreement on Persistent Organic Pollutants, and the Basel Convention, (3) all customer requirements, and (4) all applicable occupational health and safety laws. Where local laws or standards differ from this Supplier Code of Conduct, we expect our Suppliers to comply with the more stringent standards and principles.

## **Raising a Concern**

LRE is committed to conducting business with integrity, and we expect all Suppliers working on our behalf to maintain these high standards. To support this commitment, LRE provides an anonymous platform where people are treated with respect, and concerns are promptly and professionally handled. If a Supplier should need to raise a concern, they are encouraged to use LRE's ethics hotline service to submit a concern, [www.lighthouse-services.com/leewardenergy](http://www.lighthouse-services.com/leewardenergy). We expect our Suppliers to have a reporting system in place to ensure employees can voice concerns anonymously and without fear of retaliation. LRE does not tolerate any form of retaliation against anyone who reports suspected or known cases of misconduct in good faith and expects Suppliers to uphold the same standard.

Grievances and the progress of their resolution must be tracked and recorded. Grievance channels must be accessible and culturally appropriate, with reporting procedures reviewed periodically. Suppliers must regularly provide workers with information and training on all grievance procedures. In partnership with LRE, Suppliers will address any identified human rights violations and associated adverse impacts. Suppliers must ensure their sub-tier suppliers are informed about their own reporting channels.



02

**MANAGEMENT  
SYSTEMS**

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SUPPLIER CODE OF CONDUCT



We expect our suppliers to have a management system in place with a scope that is related to the content of this Supplier Code of Conduct. Suppliers are responsible for managing potential risks and impacts related to environmental responsibility, health and safety, labor and human rights, and business ethics in their supply chain.

The management system must be designed to ensure:

- Compliance with applicable laws, regulations, and customer requirements related to the Supplier's operations and products;
- Conformance with this Supplier Code of Conduct; and
- Identification and mitigation of operational risks related to this Supplier Code of Conduct. It should also facilitate continual improvement.

The system should pay particular attention to the rights and needs of individuals from groups at heightened risk of vulnerability or marginalization and should be aligned with the Organization for Economic Cooperation and Development (OECD)'s Due Diligence Guidance for Responsible Business Conduct.

The system should include the following elements:

- Supplier commitment
- Supplier responsibility
- Management accountability and responsibility
- Legal and customer requirements
- Risk assessment and risk management
- Improvement objectives
- Training
- Communication
- Stakeholder engagement and feedback, participation, and grievance mechanism
- Audits and assessments
- Corrective action and effective remedy process for any adverse human rights or labor impacts, including the disclosure of any and all potential violations
- Documentation and records



# 03

## LABOR AND HUMAN RIGHTS

SUPPLIER CODE OF CONDUCT

## Diversity and Inclusion

LRE is committed to fostering an inclusive, diverse, and equitable workplace, free of unlawful discrimination, harassment, and retaliation. LRE upholds equal opportunity for all, regardless of race, sex, color, national origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law, regulations, or ordinances.

Suppliers must uphold these same values, ensuring their business practices respect the rights of all demographic groups (including women and migrant workers), providing equal opportunities with reasonable accommodations, and protecting the voting rights and political participation of workers. Suppliers cannot require workers or potential workers to undergo medical tests including pregnancy tests, except where required by applicable laws or regulations or prudent for workplace safety and cannot discriminate based on test results.



## Child Labor

LRE prohibits the employment of children under the age of 16, under the age for completing compulsory education, or under the minimum age specified by local law, whichever is highest. Children under the age of 18 are not permitted to perform hazardous work. LRE supports the use of legitimate workplace learning or apprenticeship programs for the educational benefit of young people, which comply with all laws and regulations, and will not do business with those who abuse such systems. Suppliers must implement an appropriate mechanism to verify the age of workers. Suppliers must ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations. Suppliers must provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns, and apprentices must be at least the same wage rate as other entry-level workers performing equal or similar tasks. If child labor is identified, remediation is required. Remediation strategies should aim to minimize potential loss of income to families that may result from measures taken to eliminate the use of child labor.



## Forced Labor

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LRE does not tolerate any form of involuntary, exploitive, abusive, or illegal labor in our supply chain, including forced labor, human trafficking, and slavery. This includes, but is not limited to, any form of prison, slave, bonded (including debt bondage), or indentured labor. Suppliers must ensure that none of the component parts of the products provided to LRE are manufactured in, and polysilicon is not procured from, Xinjiang, China, or any other location that uses convict labor, forced labor, or indentured labor under penal sanctions, or from any entities in Xinjiang that mine, produce, or manufacture wholly or in part any goods, wares, articles, or merchandise with forced labor (available at: <https://www.dhs.gov/uflpa-entity-list>). Suppliers must furthermore comply with Section 307 of the Tariff Act of 1930 set forth at 19 U.S.C. 1307 and the Uyghur Forced Labor Prevention Act.

Upon request from LRE, Suppliers will provide sufficient traceability documentation to demonstrate that none of the products provided by Supplier to LRE, or any subcomponent or raw material incorporated therein, is subject to any restrictions related to import into the United States relating to convict labor, forced labor, or indentured labor. Suppliers will cooperate, if required by LRE, in confirming compliance with this Supplier Code of Conduct, including by furnishing such documents and other information as may be reasonably requested by LRE and by allowing for customary review and audit of various books and records for the limited purpose of confirming compliance. Suppliers will, upon LRE's request, provide access to reasonable documentation, personnel, and workers for verification of the absence of forced labor indicators and disclosure of certain information from subcontractors or sub-tier suppliers. This may include complete lists of workers involved in making product, wage payment, worker residency status and origin, working hours and output consistent with documented workers, proof of the voluntary nature of employment, risk assessment and analysis, contractual terms, and compliance data such as findings, grievances, remedial action, complaints, and related decision-making.

In addition, Suppliers must adhere to the following standards:

- Prohibit the recruitment, transportation, transfer, exploitation, harboring, or receipt of persons through threat, use of force, coercion, abduction, fraud, or other means.
- Ensure no unreasonable restrictions on workers' freedom of movement within the facility or unreasonable restrictions on entering or exiting company provided facilities. Workers will be free from arbitrary arrest and detention.
- Guarantee that all work is voluntary and allow workers to freely leave work at any time or terminate their employment without penalty (so long as reasonable notice is given as per the worker's contract).
- Prohibit the confiscation, concealment, or destroying of immigration identity documents, such as government-issued identification, passports, or work permits. When requested by workers, Suppliers will have a process in place to return documentation to workers in less than 12 hours.
- Prohibit the pass-through of any recruitment fees or other related fees for employment to be paid by the worker. If any such fees are found to have been paid by workers, such fees will be repaid to the worker.
- Prohibit deductions of wages as a disciplinary measure.
- Ensure workers are provided with a time and wage statement that includes sufficient information to verify accurate compensation for work performed.
- Suppliers must have a labor compliance plan in place based on the International Labour Organization's (ILO) indicators of Forced Labour that includes training and raising awareness of forced labor issues for Supplier personnel and that details Supplier's remediation plan for violations. Suppliers must communicate these policies to relevant parties including employees, contractors, subcontractors, and all sub-tier suppliers, and provide training programs to promote awareness (including awareness of potential penalties for violations), risk identification, employee reporting, and corrective action.

If forced labor is identified, remediation is required. Remediation strategies should aim to minimize potential loss of income to families that may result from measures taken to eliminate the use of forced labor.

## **Provide Return Transportation for Foreign Migrant Workers**

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When hiring foreign workers who are not nationals of the country in which the work is taking place and who are recruited and who migrate from their home country to another country for the specific purpose of working for the Supplier, Suppliers must provide or pay for return transportation upon the end of their employment. This requirement does not apply to workers with permanent residency or professional employees who are on short-term or long-term assignments.

## **Use Appropriately Trained Recruiters to Support Compliance**

Suppliers must use trained recruiters, employment agencies, and recruiting companies that comply with international standards, local labor laws of the countries in which the recruitment takes place, or the requirements of this Supplier Code of Conduct, whichever are stricter.

## **Make Conditions of Employment Clear When Hiring**

Suppliers, including their recruiters, employment agencies, sub-agencies, and recruitment firms, will not engage in misleading or fraudulent practices while recruiting employees or offering employment. Misleading or fraudulent practices might include failing to disclose basic information in a format and language accessible to the worker, or making material misrepresentations regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if provided or arranged by employer or agent), any significant cost to be charged to the employee, and, if applicable, the hazardous nature of the work.



## **Provide Written Employment Contracts or Offer Letters When Necessary**

Suppliers, including their recruiters, employment agencies, sub-agencies, and recruitment firms, will not engage in misleading or fraudulent practices while recruiting employees or offering employment. Misleading or fraudulent practices might include failing to disclose basic information in a format and language accessible to the worker, or making material misrepresentations regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if provided or arranged by employer or agent), any significant cost to be charged to the employee, and, if applicable, the hazardous nature of the work.

## **Treat Employees with Dignity and Respect**

Suppliers must not engage or threaten to engage in any harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, or public shaming, verbal abuse, or other forms of intimidation of workers; nor is there to be the threat of any such treatment. Suppliers must maintain a humane treatment policy and monitor supervisors to ensure appropriate conduct. Disciplinary policies and procedures in support of these requirements must be clearly defined and communicated to workers.

## **Meet Working Hours and Rest Day Requirements**

Working hours may not exceed the maximum set by local law. In addition, except in case of emergencies, unusual situations, or limited periods of accelerated work, a typical work week should not be more than 60 hours per week, including overtime. Any overtime must be voluntary. Workers must be allowed to have at least one day off every seven days.

## **Communication between Management and Workers**

LRE is dedicated to creating a workplace and working environment that respects and values all employees and maintains an environment of open and direct communication. As such, LRE and its Suppliers strive for open communication and direct engagement between employees/workers and management. Employees/workers must be able to openly communicate and share ideas and concerns with management regarding working conditions, management practices, and compensation without fear of discrimination, reprisal, intimidation, or harassment.

## **Use of Security Forces**

Suppliers will not use private or public security forces that use torture, inhumane or degrading treatment, bodily harm, or limitation on freedom of association.

## **Community Engagement and Indigenous People**

Suppliers will not unlawfully evict communities or indigenous people, or take the land or forests of, or limit access to water for, communities and indigenous people that rely on them. Consultation with all affected parties is required.

## **Retaliating Against Human Rights Defenders**

Suppliers are prohibited from retaliating against human rights defenders.



## Responsible Sourcing and Traceability of High-Risk Raw Materials

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Suppliers must implement a responsible sourcing program with specialized due diligence systems to track and monitor human rights and environmental risks associated with the extraction, transportation, and utilization of high-risk raw materials. The process must be informed by the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and should include appropriate risk identification, mitigation, monitoring, remediation, and reporting mechanisms.

Upon request from LRE, Suppliers will provide appropriate supply chain mapping data to enable LRE to demonstrate the origin and control of each raw material or input. This should be accomplished through a system of controls showing chain of custody identifying all upstream Suppliers from raw materials to finished product or service being supplied to LRE. This system should be supported by transactional and shipment documents such as purchase orders, invoices, packing lists, payment records, shipping records, bills of materials, certificates of origin, seller and buyer's inventory records, import and export records, and manufacturing records such as batch numbers, production quantity, and ratios. Where raw materials from Supplier are commingled, Suppliers must have an auditable process and evidence to demonstrate the origin and control of each raw material or input.



04

# BUSINESS ETHICS

SUPPLIER CODE OF CONDUCT



LRE is committed to conducting business ethically and lawfully in countries where we operate and across our supply chain. We are committed to doing business with Suppliers who demonstrate a strong commitment to ethical behavior and to business dealings that are fair, legal, and honest. Suppliers should conduct their business in accordance with the highest ethical standards and must have controls in place that prohibit and detect the misuse of company assets, corruption, bribery, improper gifts, extortion, embezzlement, and even the appearance of conflicts of interest.

## **Anti-Corruption**

LRE prohibits all forms of corrupt payments. Our Suppliers must adhere to LRE's Code of Business Ethics and Conduct, LRE's Anti-Bribery & Corruption Policy, the U.S. Foreign Corrupt Practices Act, and all other applicable anti-corruption and anti-money laundering laws.

Suppliers must not, directly or indirectly, promise, authorize, offer, pay, or give anything of value (including but not limited to gifts, travel, hospitality, charitable donations, or employment) to any Government Official and other parties to improperly influence any act or decision of such Official for the purpose of promoting the business interests of LRE in any respect. Suppliers' business dealings must be transparently performed and accurately reflected in Suppliers' business books and records. Suppliers must implement monitoring, record keeping, and enforcement procedures to ensure compliance with anti-corruption laws and must report to LRE any signs of any personnel, representative, or subcontractor performing unethically or engaged in bribery or kickbacks.

"Government Official" refers to any employee of a government entity or subdivision, including elected officials; any private person acting on behalf of a government entity, even if just temporarily; officers and employees of companies that are owned or controlled by the government; candidates for political office; political party officials; and officers, employees, and representatives of public international organizations, such as the World Bank and United Nations.

## **Trade**

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Suppliers will not provide controlled technologies, products, or technical data to LRE without providing notice of the controls necessary for LRE to maintain compliance with applicable laws.

## **Political Contributions and Lobbying**

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Suppliers are not authorized to make any type of political contribution or donation on LRE's behalf or in LRE's name. Suppliers are not authorized to engage in any type of lobbying or other similar representative efforts on LRE's behalf with or before any international, federal, state, or local government entity, official, body, or representative without the express written consent of LRE.

## **Conflict of Interest**

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Suppliers must not enter into a financial or other type of relationship with any LRE employee that creates any conflict of interest, or even the appearance of a conflict of interest. A conflict of interest is an activity or interest that is inconsistent with or opposed to the best interests of LRE and may arise when a Supplier takes actions or has ownership interests that influence an employee's ability to perform their work objectively and effectively on behalf of LRE. Further, LRE property and information should never be used for personal gain or for the benefit of a Supplier's family or friends or anyone who may use the property or information for personal gain.

## **Gift Giving and Receiving**

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Giving and receiving business gifts and entertainment can create a sense of obligation or an appearance of favoritism. Such exchanges may also violate LRE policy or the law. Suppliers must not provide gifts, entertainment, preferential personal treatment, services, or anything of value with the intent to, or that could, influence or create the appearance of influencing decision-making by LRE, its employees, customers, or business partners. Suppliers should ask LRE employees what the LRE gift policy limits are for potential gift recipients and not exceed those limits. Suppliers must immediately disclose any known family or other close personal relationship with LRE employees that may influence such Supplier's engagement with LRE or have any involvement in business dealings between the Supplier and LRE. Suppliers must be honest, direct, and truthful when answering questions from LRE about relationships with LRE employees.

## **Intellectual Property**

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Intellectual property rights must be respected, and any transfer of technology or know-how must be completed in a manner that protects intellectual property rights and safeguards customer and Supplier information.

## Privacy

Suppliers must (a) comply with all local privacy and data protection laws, (b) have appropriate processes and practices to secure and protect personal data, (c) use personal data only as agreed to by LRE representatives or LRE's customers, and (d) cooperate with LRE compliance efforts.



## Political Contributions and Lobbying

Suppliers are expected to maintain accurate company records and accounts to ensure legal and ethical business practices. Falsification or misrepresentation of records may result in the termination of a Supplier's business relationship with LRE. All records must accurately reflect transactions and events that conform both to generally accepted accounting principles and to applicable internal LRE controls. All records must be complete, accurate, and reliable in all material respects.

Further:

- Suppliers should not make any entry in any record that intentionally hides or disguises the true nature of a transaction.
- Suppliers must preserve all LRE information related to a given subject when LRE notifies the Supplier of pending litigation or issues a "legal hold" order.
- Suppliers must not alter, remove, or destroy LRE documents or records in violation of LRE's policies.
- Suppliers must disclose information regarding Suppliers' and sub-tier suppliers' human rights, health and safety, environmental practices, business activities, structure, financial situation, and performance in accordance with prevailing industry practices.
- When requested by LRE, a Supplier must provide necessary information and supporting documentation to enable LRE to perform and complete supply chain due diligence.
- Suppliers must retain all records for a minimum of seven (7) years.



**05**

**ENVIRONMENTAL  
RESPONSIBILITY**

SUPPLIER CODE OF CONDUCT



LRE is committed to minimizing our environmental impact and promoting sustainable practices across our supply chain. We encourage our Suppliers to reduce our collective impact on air, land, and water resources.

We expect all Suppliers to align with and support similar environmental protection commitments. Suppliers must adhere to LRE's environmental standards, as well as all applicable laws and regulations, even if our standards exceed local legal requirements.

## **Pollution Prevention and Resource Reduction**

Emissions and discharges of pollutants, harmful soil change, generation of waste and noise pollution that impairs human rights, and other ecosystem or land degradation should be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, should be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, water and waste circularity, or other means.

## **Water Management**

Suppliers must implement a water management program that documents, characterizes, and monitors water sources, use and discharge, seeks opportunities to conserve water, and controls channels of contamination. All wastewater must be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Suppliers will conduct routine monitoring of the performance of their wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

## **Air Emissions**

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations are to be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone-depleting substances and emissions of hydrofluorocarbons (HFC) should be effectively managed and phased out in accordance with the Montreal Protocol (as amended), and applicable regulations. Suppliers will conduct routine monitoring of the performance of their air emission control systems.

## **Hazardous Substances**

Chemicals, waste, and other materials posing a hazard to humans or the environment should be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal, including in products or services.

## **Waste**

Suppliers should strive to prevent or eliminate waste of all types, including solid waste, water discharges, and energy losses, by implementing appropriate conservation measures in Suppliers' facilities, either through the use of conservation-minded maintenance and production processes and/or by implementing strategies to reduce, reuse, and recycle materials (in that order), whenever possible, prior to disposal. Suppliers should seek and use renewable energy whenever possible.

## **Identify Threats**

Suppliers must identify any potentially harmful chemicals, waste, or other materials that may be released and manage such chemicals or materials appropriately to ensure their safe handling, movement, storage, use, reuse, recycling, and disposal.

## **GHG Disclosure**

Suppliers must disclose, upon request, complete, consistent, and accurate Scope 1 and 2 greenhouse gas (GHG) emissions, and, when material or the subject of one or more GHG emissions reduction targets or goals, scope 3 GHG emissions, in each case aligned with the GHG Protocol. Suppliers shall also provide independent third-party assurance over such disclosed emissions data to the extent required in their LRE contracts. LRE recommends Suppliers develop targets and goals to reduce GHG emissions.



# 06

## HEALTH AND SAFETY

SUPPLIER CODE OF CONDUCT

At LRE, we seek to ensure the health and safety of everyone working for and on behalf of LRE. We demonstrate our commitment to health and safety by investing in injury and illness prevention, eliminating hazards, and reducing risks – and working to create an environment where all individuals can thrive.

Suppliers must develop and implement health and safety management practices in all aspects of their business that meet, at a minimum, the following requirements.

## **Ensure Compliance with All Applicable Occupational Health and Safety Laws**

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Worker potential for exposure to health and safety hazards should be identified and assessed, then mitigated using the Hierarchy of Controls, which includes eliminating the hazard, substituting processes or materials, controlling through proper design, implementing engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and providing ongoing occupational health and safety training. Where hazards cannot be adequately controlled by these means, workers must be provided with adequate personal protective equipment (PPE) and educational materials about risks to them associated with these hazards. Reasonable steps must also be taken to remove pregnant women and nursing mothers from working conditions with high hazards, to remove or reduce any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, and to provide reasonable accommodations for nursing mothers.



## **Provide a Safe and Healthy Work Environment for All Employees**

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Suppliers should take action to manage and minimize the causes of hazards inherent in the working environment and implement controls to protect sensitive populations.

## **Provide Safe Housing When the Supplier Intends to Provide Accommodation**

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In situations where Supplier provides housing, Supplier must meet local safety and sanitation standards, and must ensure cleanliness, safety, emergency egress, hot water, adequate lighting, heat and ventilation, secure storage, reasonable personal space, and reasonable entry and exit privileges. Workers must have access to clean toilet facilities, potable water, and sanitary food preparation, storage, and eating areas. Sanitation shall include methods, procedures and cleaning materials used to clean food processing equipment, facilities, and workers.

## **Prohibit the Use, Possession, Distribution, or Sale of Illegal Drugs**

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Suppliers must strictly prohibit the use, possession, distribution, or sale of illegal drugs at all times within their facilities, during the performance of their duties, or while representing the company in any capacity. Suppliers must comply with all applicable local, national, and international laws and regulations regarding the prohibition of illegal drugs and must promptly address any violations or related concerns that may arise.

## **Industrial Hygiene**

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Suppliers must manage and control exposure of their workers to chemical, biological, and physical agents according to the Hierarchy of Controls. Protective programs must be ongoing and include educational materials about the risks associated with these hazards, including the preventive exposure to biological agents.

## **Physically Demanding Work**

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Suppliers must identify, evaluate, and control worker exposure to the hazards of physically demanding tasks, including manual material handling, heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks.

## **Machine Safeguarding**

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Suppliers must evaluate production equipment and other machinery for safety hazards using the appropriate Hierarchy of Controls. Additionally, Suppliers must provide and properly maintain physical guards, interlocks, emergency stop devices, light curtains, and barriers where machinery presents an injury hazard to workers.



## Health and Safety Communication

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Suppliers must provide workplace health and safety and hazard information and training in a language workers can understand, ensuring it is clearly posted and regularly updated in the facility and placed in a location identifiable and accessible by workers. Training must be provided to all workers prior to the beginning of work and regularly thereafter, and workers should be encouraged to raise any health and safety concerns without retaliation.

## Emergency Preparedness

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Suppliers must develop and implement emergency response plans, including drills, evacuation procedures, fire detection, and recovery plans. These plans need to include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recover plans. Such plans must be tested at least once annually or as required by local law, whichever is more stringent.

## Occupational Injury and Illness

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Suppliers must implement procedures and systems to prevent, manage, track, and report occupational injury and illness, including provisions to encourage worker reporting; classify and record injury and illness cases; provide necessary medical treatment, investigate cases, and implement corrective actions to eliminate their causes; and facilitate the return of workers to work.

## Health and Safety at Any Work Location

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Suppliers must ensure that their workers performing services for or on behalf of LRE at any location have access to a secure and healthy work environment, in accordance with applicable laws and regulations and the health and safety procedures outlined in their contracts, including their LRE contracts.



## CONTACT US

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