

# Getting things right.

trust,  
integrity,  
honesty,  
courage,  
respect,  
transparency,  
accountability

## STORK'S BUSINESS CONDUCT AND ETHICS EXPECTATIONS FOR SUPPLIERS AND CONTRACTORS



Stork has always had an absolute determination to do the right thing. In all of its dealings, Stork is committed to unyielding integrity and the highest standard of business conduct. This commitment is integral to Stork's continued success, and we believe it positively impacts our diverse and worldwide suppliers, contractors, customers, employees, and investors, and the communities where we do business.

All of our suppliers and contractors are expected to do what is necessary to understand and comply with these expectations and, in turn, require their suppliers and subcontractors to conform as well. Our mutual success and continuing business relationships depend on it. Stork reserves the right to verify that a supplier or contractor's business operations meet these expectations. Failure to act in a manner consistent with these expectations may impede our ability to do business together in the future.

Stork expects our suppliers and contractors to maintain and enforce policies requiring adherence to lawful business practices that encompass our expectations, as appropriate. These expectations may occasionally be updated or amended. The most current version is available at [www.stork.com/en/about-us/how-we-work](http://www.stork.com/en/about-us/how-we-work).

For questions, comments, or training support about our expectations, please contact our Procurement Department at [sts.procurement@stork.com](mailto:sts.procurement@stork.com). Also, suppliers and contractors can see how Stork defines these expectations for our employees in our Fluor Code of Business Conduct and Ethics, available at [www.stork.com/en/about-us/how-we-work](http://www.stork.com/en/about-us/how-we-work).



### HEALTH, SAFETY, AND ENVIRONMENTAL (HSE)

The health and safety of our employees and all personnel associated with our work is our highest priority. Our suppliers and contractors are expected to:

- provide a safe and healthy work environment that supports accident prevention, minimizes exposure to health risks, is in compliance with applicable workers health and safety laws, and minimizes harmful impacts to the surrounding community;
- apply safe work practices (including regulatory and contract-specific requirements) to all their activities and instill safety in every aspect of their work processes and in the attitude and behavior of all their workers; and
- conduct their operations in an environmentally responsible manner and in accordance with applicable environmental laws.

### HUMAN RIGHTS AND EMPLOYMENT PRACTICES

The welfare of the workers of our suppliers and contractors is critical to Stork successfully performing our work. Our suppliers and contractors are expected to:

- support and respect human rights and avoid complicity in human rights abuses;
- perform work without the use of forced, compulsory, bonded, or indentured labor;
- never use misleading or fraudulent practices during the recruitment of employees or offering of employment;
- treat all their workers with dignity, respect, and fairness; and
- conduct all their operations in a socially responsible, non-discriminatory manner and in accordance with applicable laws including those associated with equal opportunity, child labor, forced or compulsory labor, working hours, wages and benefits, freedom of association, data privacy, and harassment-free work environment.

### FINANCIAL AND OPERATION CONTROLS

Our suppliers and contractors are expected to:

- keep accurate, complete, fair, timely, transparent, and understandable financial and operational books, records, and accounts, and a system of effective internal controls;
- create, retain, and dispose of business records in accordance with applicable legal and contractual requirements;
- keep accurate and complete records prepared for Stork, including records of work time and expenses;
- never share non-public information relating to Stork; and
- comply with insider trading laws including the prohibition against buying or selling securities or advising (e.g., tipping) others to buy or sell securities while aware of material, non-public information relating to Stork.

### CONFLICTS OF INTEREST, GIFTS, ENTERTAINMENT, AND BUSINESS COURTESIES

Our suppliers and contractors, their employees, and their family members must not receive improper benefits through their relationship with Stork or allow other activities to conflict with acting in the best interests of Stork. Our suppliers and contractors are expected to:

- limit promotional items or entertainment involving our employees to common business courtesies, within accepted business practices and never with the intent to improperly influence a business decision or create a potential conflict of interest or the appearance of impropriety; and
- disclose any potential conflict of interest to Stork for review prior to entering into any business transaction.

### IMPROPER PAYMENTS

Stork maintains zero tolerance for bribery and expects our suppliers and contractors to do the same. Bribery is directly or indirectly giving or promising to give anything of value to improperly influence actions of a third party. Bribes may include money, gifts, travel expenses, hospitality, vacations, expenses, below-market loans or products, reciprocal favors, political or charitable contributions, or any direct or indirect benefit or consideration.





### TRADE CONTROLS

Our suppliers and contractors are expected to:

- know and comply with the export controls, economic sanctions, and anti-boycott laws applicable to their work with and for Stork;
- never participate in boycotts or other restrictive trade practices prohibited or penalized under European Union or United States or applicable local laws; and
- disclose to Stork any apparent conflict between U.S. and applicable local law requirements, such as the laws blocking certain U.S. restrictions adopted by Canada, Mexico, and the members of the European Union.

### MONEY LAUNDERING PREVENTION

Our suppliers and contractors are expected to follow applicable laws that prohibit money laundering and require the reporting of cash and other suspicious transactions.

### COMPANY RESOURCES

Stork resources include property, assets, intellectual property, and confidential information. Our suppliers and contractors are expected to:

- safeguard Stork resources utilized in the course of performing work, to use such resources solely for legitimate business purposes to advance the interest of Stork;
- honor the intellectual property rights of Stork and the third parties at all times; and
- maintain, handle, and, if applicable, process any confidential information internally and on a need-to-know basis only, with utmost care and in accordance with applicable law.

### COMPETING FAIRLY

Stork believes in the free market system where merit, quality, price, and other objective factors determine who succeeds and who fails. Our suppliers and contractors are expected to:

- compete honestly and fairly;
- comply with applicable anti-trust and competition laws; and
- never participate in anti-competitive practices such as price fixing or bid rigging.

### GOVERNMENT WORK

Our suppliers and contractors who work on projects where government entities or agencies are involved are expected to follow any special rules that apply.



**REPORTING CONCERNS**

Our suppliers, contractors, and their employees should promptly report any business conduct and ethics concern involving or affecting Stork, whether or not the concern involves the supplier or contractor, by contacting one of the following:

- 1. their Stork representative;
- 2. Stork's Procurement Department at [sts.procurement@stork.com](mailto:sts.procurement@stork.com);
- 3. the Fluor Compliance and Ethics Hotline by telephone at +1-704-540-2248, or at one of the following toll-free numbers:  

Australia	1-800-850-107
Canada	1-800-223-1544
Chile	1230-020-5417
China Unicom	10-800-711-0833
China Telecom South	10-800-110-0780
Colombia	01800-012-9649
India	000-800-100-1329
Mexico	001-888-818-9370
Netherlands	0800-022-0781
Philippines	1-800-1-111-0137
Poland	0-0-800-111-1756
Saudi Arabia	800-844-6984
South Africa	0800-980-651
Spain	900-98-1171
United Arab Emirates	8000-441-6990
United Kingdom	0808-234-4002
United States of America	1-800-223-1544; or
- 4. via the Internet at [www.fluorhotline.com](http://www.fluorhotline.com).

The Fluor Compliance and Ethics Hotline is a way for all Fluor (including Stork) employees, suppliers, contractors, and others to report activities that may involve illegal or unethical conduct or violations of these expectations or Fluor's Code of Business Conduct and Ethics. A supplier or contractor may also be requested to take such steps as Stork or Fluor may reasonably request to assist in the investigation of any ethics concern involving a Stork or Fluor company and the supplier or contractor. Our policy prohibits retaliation against any person reporting an ethics concern. Contact the Fluor Compliance and Ethics Hotline if you feel retaliated against because you reported an ethics concern.

Speak up and make  
misconduct disappear.

**unethical  
unethical  
unethical  
unethical  
unethical  
unethical  
ethical**

Report unethical activity.  
It's the right thing to do.