

## Code of Conduct for Responsible Procurement

Sund & Bælt strives to promote corporate social responsibility and we take a systematic approach to ensure that we comply with the 10 principles of the UN Global Compact. The principles are based on universally recognised standards for the environment, human rights and anti-corruption. The Global Compact forms the framework for this Code of Conduct for Responsible Procurement.

The S&B Group requires suppliers to acknowledge their social responsibility and ensure that they comply with the obligations set out in this Code of Conduct.

### Ethical obligations in the code

Sund & Bælt requires suppliers to always comply with the following provisions in *all the countries* in which they operate. Suppliers must also ensure that relevant sub-contractors for services and products supplied to Sund & Bælt also comply with the following provisions.

#### Human rights

The Supplier shall respect and comply with human rights as defined by the UN. In particular:

- To ensure equality between employees and not to discriminate on the basis of race, gender, age, religion, marital status and sexual orientation. This includes promoting equal opportunities in recruitment.
- To work actively to avoid contributing to human rights violations.

#### Labour rights

The Supplier shall comply with ILO conventions as defined by the UN's International Labour Organisation. In particular:

- Not to engage in or tolerate the use of child labour;
- To avoid engaging in forced labour;
- To ensure a healthy and safe working environment;
- To respect the rights of employees to form and join trade unions of their choice;
- To work actively to avoid contributing to employee rights violations.

Moreover, the Supplier shall ensure that migrant workers have the same terms and conditions of employment as workers in the country in which the work is performed.

#### Environment

The Supplier must systematically seek to prevent, minimise and rectify any adverse environmental impact of own activities, products and services. In particular:

- To ensure that chemicals and other dangerous substances and materials are identified and handled with due and proper care;
- To ensure that waste, waste water and emissions to the air are monitored, minimised and handled so they do not harm people and nature;
- To ensure that local resources are not used to an extent and in a way that impairs living conditions for people and nature.

#### Global Compact's 10 principles

- The business should support and respect the protection of internationally proclaimed human rights;
- The business should make sure it is not complicit in human rights abuses;
- The business should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- The business should support the elimination of all forms of forced and compulsory labour;
- The business should support the effective abolition of child labour;
- The business should eliminate discrimination in respect of employment and occupation;
- The business should support a precautionary approach to environmental challenges;
- The business should undertake initiatives to promote greater environmental responsibility;
- The business should encourage the development and diffusion of environmentally-friendly technologies;
- The business should work against corruption in all its forms including extortion and bribery.

**Anti-corruption and corporate governance**

The Supplier shall not tolerate corruption in any of its forms and shall comply with the provisions of the United Nations Convention against corruption. In addition, the Supplier shall work actively to avoid being involved in corruption. The Supplier shall also comply with all applicable tax and accounting rules, and all financial transactions must be transparent and stated in accounts and records.

**Social Responsibility obligations**

The Supplier shall draw up social responsibility policies and guidelines, focusing on topics that are particularly relevant to the Supplier's industry. The Supplier shall also work systematically to improve social responsibility efforts.

**Documentation and audit**

Upon the request of Sund & Bælt, the Supplier shall provide evidence of its compliance with the requirements stated in this Code of Conduct. Such evidence must be received by Sund & Bælt within five working days of Sund & Bælt's request, unless another deadline has been agreed.

With 10 working days' notice, Sund & Bælt is entitled at any time during the term of the contract to conduct a Supplier audit to verify the Supplier's compliance with this code.

Any costs that the Supplier may incur in connection with obtaining evidence and the carrying out of the audit, shall be covered by the Supplier.