

---

**Code of Conduct**  
**- for suppliers to Sund & Bælt**

---

**Date:** April 08, 2014  
**Rev.:** 1.1

**Sund & Bælt Holding A/S**

Prepared by MDM on Marts 23, 2014  
Checked by: CET on Marts 24, 2014  
Approved by TKP on April 08, 2014

## Introduction

At Sund & Bælt, we recognise the importance of our responsibility to promote sustainable development. We work systematically to implement the 10 principles of the Global Compact, which includes respecting the universally accepted standards for the environment, human rights and anti-corruption.

We expect our suppliers to acknowledge their social and environmental responsibilities and we expect open dialogue and cooperation in the promotion of sustainable development. Therefore, we have developed a Code of Conduct (hereinafter referred to as a "Code of Ethics") which sets out the guidelines with which our suppliers must comply.

### *The Global Compact's 10 principles*

- The business should support and respect the protection of internationally proclaimed human rights
- The business should ensure that 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 uphold the elimination of all forms of forced labour
- The business should uphold the effective abolition of child labour
- The business should eliminate discrimination in respect of working and employment conditions.
- 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 dissemination of environmentally friendly technologies
- The business should work against all forms of corruption, including extortion and bribery

## Compliance with the code of ethics

This Code of Ethics is part of the contractual basis for contracted supplies, services or construction works. The supplier must therefore at all times ensure compliance with his obligations as outlined in this Code of Ethics; and, at the request of Sund & Bælt, provide evidence of compliance with each commitment. Sund & Bælt expects that the supplier, in his work with social responsibility, also includes any sub-suppliers and sub-contractors.

Sund & Bælt reserves the right to inspect and monitor the supplier to verify its compliance with the code of ethics.

## Breach of supplier obligations

In cases of particularly serious violations of fundamental human rights and repeated breaches of its obligations under the Code of Ethics, Sund & Bælt is entitled in full or in part, without liability to the supplier, to terminate the commercial relationship with the supplier.

Sund & Bælt reserves the right to reject products or services that are provided by the supplier but which fail to meet the requirements of this Code of Ethics; this is without prejudice to rights under any other purchase contract or agreement with Sund & Bælt.

## CODE OF CONDUCT

The Supplier's management must establish and communicate a policy for its social responsibility, which describes the intentions and guidelines for how the company will work within the UN Global Compact's ten principles. The Supplier may choose to focus its efforts on those principles that are relevant and significant in relation to its business, supply chain and main activities.

## Requirements relating to framework agreements and ongoing tasks

The Supplier must establish objectives and measurable targets for compliance with the obligations laid down in the supplier's policy for social responsibility.

No later than 15 April in each contract year, the Supplier must submit a report to Sund & Bælt, which sets out the company's social responsibility policy. This must, at a minimum, describe:

- Corporate social responsibility policy, objectives and targets
- The Supplier's efforts and achievements in social responsibility – including the status of action plans for each of the objectives and details of any corrective actions
- Specific CSR risks associated with the Supplier's activities
- Particular and pending complaints – and infringement proceedings

### **Requirements for the supplier of building and construction projects and other projects**

Based on the UN Global Compact's 10 principles the Supplier must undertake an assessment of the project to identify its main challenges in terms of social responsibility. The result of this assessment must be sent to Sund & Bælt.

Sund & Bælt demands that the supplier comply with the below requirements at any time:

#### ***Human rights***

The supplier must respect human rights, as defined by the UN.

#### ***Child labour***

The supplier shall respect children's right to develop and be educated; and to not take part in or condone the use of child labour. Child labour is defined as the employment of young people of school age or younger than 15 years (14 years where, in accordance with ILO Convention 138, this is allowed). If local regulations or laws establish a higher age limit, this must be observed.

#### ***Health and safety***

The supplier shall provide a safe and healthy working environment that meets or exceeds the requirements of all applicable laws, rules and regulations. Employees must have the necessary training and education together with the correct equipment to carry out their work.

#### ***Freedom of association***

The supplier must respect employees' right to form and join trade unions of their choice.

#### ***Working hours and wages***

The supplier shall comply with applicable laws, rules & regulations and industry standards in respect of working hours and minimum wages.

#### ***Non-discrimination***

The supplier shall ensure equality among its employees and shall not discriminate on the basis of race, sex, age, religion, marital status or sexual orientation; or use forced labour.

#### ***Environment***

The supplier shall comply with all applicable laws, rules and regulations concerning environmental protection and ensure correct implementation through training, supervision and monitoring.

The supplier should systematically seek to prevent, minimise and remedy any adverse environmental impact and effect of its activities, products and services. The supplier should be able to demonstrate continuous improvement in his environmental impact.