



FROM BIOMASS
TO GREEN ENERGY

SUPPLIER CODE OF CONDUCT

Project

Revisions

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1 INTRODUCTION

Aalborg Energie Teknik a/s and all our affiliates (hereinafter referred to as "we") are a major supplier of advanced biomass boiler solutions for a sustainable future; a company with strong core values, high moral standards and a good reputation based on openness and integrity.

We continuously strive to improve sustainability in our products and processes by focusing on social responsibility, environmental protection and impeccable business conduct in order to enable the success of the Client with due respect for people and planet.

We always expect the Supplier to comply with all applicable laws and regulations whether local, national or international.

We expect our suppliers to comply with our Supplier Code of Conduct and expect the Supplier to ensure compliance down the Supplier's own supply chain. Our Supplier Code of Conduct is mainly built on the UN Guiding Principles on Business and Human Rights, the International Labour Organisation (ILO) conventions, applicable business standards and relevant requirements in ISO 14001 Environmental management and ISO 45001 Occupational health and safety management.



2 LABOUR & HUMAN RIGHTS AND STANDARDS

Respect for labour and human rights are in the interest of everybody and should never be violated. This includes - but is not limited to - at least adherence to the following principles:

- **Working hours:** The Supplier shall ensure that working hours comply with applicable laws and regulations in the country of employment. However, working time should never exceed a total of 60 hours per week including overtime. A minimum of 24 hours uninterrupted weekly rest time shall be ensured.
- **Child labour and employment of minors:** The minimum age of workers shall be 15 years or the minimum age set by the national laws in the country of employment, whichever is higher. Workers below the age of 18 are not to be employed for hazardous work.
- **Forced Labour:** The Supplier shall refrain from any kind of forced or compulsive labour.
- **Discrimination, fair and equal treatment:** The Supplier shall ensure that no harassment nor discrimination regardless of character takes place and shall recruit workers based on qualifications and experience only.
- **Fair and transparent wages and benefits:** The Supplier shall provide wages and benefits in compliance with applicable laws and regulations and/or applicable collective bargaining agreements in the relevant country. Timely payment and full transparency of calculation must be provided, disciplinary deductions must not take place.
- **Freedom of association and collective bargaining:** The Supplier shall respect the workers' right to join any existing or form a new union and to bargain collectively - and respect the right not to join a union.



3 DESCRIPTION OF THE WORK

Occupational health and safety is never to be compromised and must always be protected. We oblige the Supplier to perform adequate health and safety risk assessments and based on the result, to ensure proper risk eliminating, mitigating and/or minimising actions. At least the following must be provided:

- Appropriate **Personal Protection Equipment (PPE)**
- Access to **drinking water and sanitary facilities**
- Industrial **hygiene**
- Adequate **lighting and ventilation**
- Machine **safeguarding**
- **Fire safety and emergency preparedness** and response for occupational injury and illness
- Appropriate and minimal legal standards in any **canteen or dormitory facility**.



4 BUSINESS ETHICS & INTEGRITY

We exert good business ethics and expect the same from our suppliers. This includes - but is not limited to - adherence at least to the following principles:

- **Anti-bribery & anti-corruption:** The Supplier must refrain from any kind of bribery, corruption, extortion or fraud. This includes offering any kind of entertainment, gifts or personal benefits to our personnel with the aim of improper influence.
- **Confidentiality, data protection and data security:** Confidential information or personal data provided by us is only to be used in accordance with applicable agreements, laws and regulations - also after the business relationship with Aalborg Energie Teknik a/s and all our affiliates ends. This includes that the Intellectual Property Rights of Aalborg Energie Teknik a/s and all our affiliates is not to be compromised.
- **Competition:** The Supplier must ensure fair competition in accordance with applicable competition laws.
- **Export/import control & sanctions:** The Supplier must comply with applicable export and import laws, regulations and tax regimes.



5 IMPACT ON ENVIRONMENT & CLIMATE

Investments in Aalborg Energie Teknik a/s and all our affiliates' plants, equipment and services are always highly motivated by an ambition from the Client's side to reduce impact on environment and climate. This lies deeply in the DNA of our activities.

As a natural consequence, we have high expectations that the Supplier through efficiently implemented management systems continuously strives to minimise the environmental impact of the Supplier's activities, products and services. This includes - but is not limited to - adherence to at least the following principles:

- **Management, measurement and minimisation of environmental impact** of relevant business aspects (emissions and consumptions) based on proper environmental risk assessment.
- **Compliance with all applicable rules and regulations** including project specific demands defined by Aalborg Energie Teknik a/s and all our affiliates.
- Continuously look for opportunities to implement more **sustainable use of renewable resources**.



6 SUSTAINABLE CONDUCT

We expect the Supplier to continuously improve the exertion of the above Code of Conduct principles. We reserve the right to deploy Supplier Code of Conduct assessment tools, such as:

- **Self-assessments:** We may send out self-assessment questionnaires. The Supplier must reply on request.
- **On-site audits:** We may conduct inspections and audits also comprising Supplier Code of Conduct control points.

In case of non-conformities, the Supplier must submit a corrective and/or preventive action plan to address any specific issue and execute any planned actions. The Supplier is obliged to inform us about any non-conformities with our Supplier Code of Conduct that could have any impact on us.

