
SUPPLIER CODE OF CONDUCT



BRØDRENE A & O JOHANSEN A/S

Rørvang 3
DK-2620 Albertslund
Denmark
CVR (Central Business Register) No.: 58210617

As adopted by the Board of Directors on 6th December 2023

Supplier Code of Conduct

AO is a responsible company that respects and supports the UN Global Compact's ten principles on human rights, labour rights, environment and anti-corruption.

We comply with existing legislation and international conventions in the countries and local areas where we operate.

In our business agreements and trade terms, we require that our suppliers are responsible companies that also respect and support the UN Global Compact's ten principles, just as it is a requirement that our suppliers, regardless of where their registered offices are situated, observe existing legislation and international conventions and comply with the principles of this "Supplier Code of Conduct".

We expect that our suppliers require the same of their suppliers and subcontractors, and that it can be documented.

We reserve the right to ask our suppliers for documentation of compliance with this "Supplier Code of Conduct".

As a supplier to AO, it is a requirement that the supplier complies with the following:

Human Rights:

AO expects that the supplier supports and respects the protection of internationally proclaimed human rights and makes sure that the business is not complicit in human rights abuses.

The supplier is responsible for creating and maintaining an environment where all employees are treated with dignity and respect. AO will not tolerate that the supplier's employees are subjected to threats, violence or inhumane treatment, including mental or physical coercion or corporal punishment.

Labour Rights:

Freedom of Association and Collective Bargaining

AO expects that the supplier recognises and respects the rights of employees to freely associate, organise and bargain collectively in accordance with the laws of the countries in which they are employed and ILO Convention No. 87, "*Freedom of Association and Protection of the Right to Organise*", plus ILO Convention No. 98, "*Right to Organise and Collective Bargaining*". AO also expects that the supplier recognises the importance of open communication and direct engagement between workers and management and that the supplier respects the rights of workers to communicate openly with management regarding working conditions without fear of harassment, intimidation, penalty, reprisal or any other interference.

Forced Labour

AO expects that the supplier complies with ILO Convention No. 29, "*Forced Labour*," plus ILO Convention No. 105, "*Abolition of Forced Labour*", and prohibits any use of forced labour. We expect that the supplier ensures that all work, including overtime work, is voluntary, and that the supplier's workers are free to leave upon reasonable notice. The supplier may never demand that workers hand over government-issued identification such as passports or work permits as a condition of employment, and the supplier may never withhold earned wages, benefits or personal belongings in order to force a worker to continue employment.

Child Labour

AO expects that the supplier, as a minimum, complies with ILO Convention No. 138, "*Minimum Age for Admission to Employment*", and ILO Convention No. 182, "*Worst Forms of Child Labour*", regarding minimum age for work and prohibition and immediate action for the elimination of the worst forms of child labour.

It is the supplier's responsibility to protect all young workers from performing any work that is likely to be hazardous or to interfere with the children's education, or that may be harmful to the children's health or development.

Health and Safety

It is the supplier's responsibility to follow all relevant legislation, regulations and directives in the country in which the supplier operates to ensure a safe and healthy workplace. AO expects that the supplier strives to implement recognised safety and health management systems and guidelines such as the *ILO Guidelines on Occupational Safety and Health (ILO-OSH-2001)*.

AO expects that the supplier takes the necessary steps to prevent workplace accidents and injuries, including providing the necessary personal protective equipment and ensuring adequate training to carry out the work safely.

Working Hours and Pay

AO expects that the supplier complies with all existing laws and regulations regarding pay and working hours, including regulations on minimum pay, overtime, piece rates and other forms of remuneration. AO also expects the supplier to provide all employment benefits required by law.

It is also expected that the supplier strives to ensure that the working hours never exceed 60 hours per week, including overtime, except in emergency or unusual situations, and that workers are provided with one day off in every seven-day week.

Discrimination

AO expects that the supplier complies with the principles of ILO Convention No. 111, "*Discrimination (Employment and Occupation)*", and ILO Convention No. 100, "*Equal Remuneration*", and prohibits discrimination in training, promotion and remuneration. In addition, AO expects that the supplier does not accept any form of discrimination in hiring or during the course of employment on the grounds of race, nationality, social or ethnic origin, religion, gender, age, physical ability, health condition, sexual orientation, political opinion, union membership or marital status.

Environment:

It is the supplier's responsibility to comply with applicable national legislation and regulations regarding the protection of the environment. AO expects the supplier to be environmentally certified or to have a similar effective environmental management system, including an environmental policy. Moreover, AO expects that the supplier incorporates environmental issues in its business conduct and strives to undertake initiatives that promote greater environmental responsibility and the diffusion of environmentally friendly technologies.

Bribery and Corruption:

AO expects that the supplier complies with national anti-corruption legislation, and that the supplier displays the highest standard of moral and ethical conduct and is not engaged in any form of corrupt practices, including extortion, fraud, or bribery in any form.

AO also expects the supplier to have rules for handling gifts, dinners, travels, etc. from and to business partners, including AO. Gifts and other services to AO's employees are generally not wanted.

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