

# Supplier Code of Conduct-

## ESG self-assessment and CO2e reporting 2024

### Introduction

As a part of a leading energy and fiber-optic group, the Andel group carries a significant corporate responsibility.

This Supplier Code of Conduct (hereafter the “Code”) regulates the deliveries in this contract / framework agreement and defines the requirements that our supplier and their supplier (hereafter the “suppliers”) of goods, services and works must comply with when conducting business with the customer.

All requirements in this Code are linked to the subject-matter of the contract / framework agreement.

### 01. Environment

Among others the customer interacts with the European Sustainability Reporting Standards, UN Sustainability Goals, UN global Compact to reduce our exposure to coal-, oil and gas related activities according to the defined EU and Danish 2030 and 2050 targets to achieving climate neutral by 2045/2050.

We expect suppliers to follow the EU Taxonomy Regulation and CSRD to the extent that they are subject and otherwise work actively with the EU Green Deal.

We also expect the supplier to work actively to reduce its CO2e targets, as part of this, work actively with CO2e reporting, initiatives, and improvements in dialogue with the Share Group.



### 02. Social conditions

The customer claims for respect the human rights, that are set out in the International Bill of Human Rights, other core UN human rights conventions and covenants, and fundamental human rights afforded to citizens.

The customer strives that activities related to the subject of the contract/framework agreement do not cause negative impacts on the customers employee or employees across the value chain. The customer continuously develops and improves the management of impacts on human rights to reduce the risk of occurrence of potential or actual negative impacts.

Suppliers must perform the contract with respect human rights and actively take responsibility for managing their actual and potential adverse impact on human rights in the areas that are linked to the subject-matter of the contract.

#### No forced labor

Suppliers shall have zero tolerance of all use of forced labor and human trafficking for the whole supply chain for and any goods, services or works related to this specific contract.

Suppliers may not employ workers under the age of 15, or children under the local legal minimum age for work or mandatory schooling (whichever is higher).



Young workers between 15 and 18 years of age must in connection to the subject-matter of the contract does not perform any kind of hazardous work or night work.

### **Wages and working conditions**

The supplier must pay a fair, equal and at least minimum wage to employees connected with the performance of the contract, including benefits, compensation for over time and paid leave. Supplier must, to that extent the areas are regulated, comply with applicable local laws and regulation regarding minimum wages and maximum working hours in the areas that are linked to the subject-matter of the contract. Contract must be signed by the employee and the supplier for work related to this specific contract.

### **No discrimination**

The customer does not discriminate and will not tolerate any kind of discrimination in employment either by itself or by suppliers.

Hiring, advancement and other employment decisions must only be based on skills, ability and performance. Discrimination based on gender, color, caste, national-, social- or ethnic origin, age, religion, sexual orientation, marital status, disability, pregnancy, political belief, union membership or other status prohibited by applicable law in the process of hiring, compensation or retention are not acceptable.

### **No harassment**

Abusive, harassing, or offending behavior is unacceptable, whether physical or verbal. The customer does not tolerate such conduct, bullying or threats amongst supplier's value chain related to this specific contract. Suppliers shall protect their employees that perform the contract with against any corporal punishment, mental or physical coercion, abuse, and harassment.

### **Health and safety**

Suppliers must provide employees with a safe and healthy workplace to prevent accidents and injuries connected with the performance of the contract. This includes not only providing safety equipment, but also adequate training, active identification of risks and preventive maintenance.

## **03. Governance matters**

Suppliers work in connection with the performance of the contract, with integrity and perform the contract in a legal, ethical, and responsible manner.

Suppliers shall not engage in or tolerate corruption or bribery. This includes, but is not limited to, suppliers not receiving or accepting bribes, nor may they offer, promise, or give any form of bribe to unduly influence public officials, judges, or business associates.

We expect our suppliers to identify and manage sanctions and export control risks and mitigate the risk of dealing with sanctioned entities or persons in connection with the performance of the contract.

Suppliers shall apply sound judgment and transparent practices when dealing with potential or actual conflicts of interest. We expect suppliers to inform us of relevant matters.

The Customer and its employees may not give or accept gifts, either as objects or money, for the purpose of consideration. Only on special occasions such as round birthdays, anniversaries or the like may gifts be given and received to a modest extent.



## 04. Implementation and maintenance

Any improvements affecting this contract during the contract period relating to improvements to: **People, Planet, Profit**, the suppliers are obligated to share information with the customer, to redefining significant changes affecting this contract. With ambition of an annual review. The customer and its designated representatives may audit and inspect supplier's premises and facilities to assure compliance with this Code. Any such audit or inspection must be notified within reasonable time for the Supplier to accommodate the audit or inspection.



Suppliers must substantiate that above mentioned have been implemented and communicated to all employees in the supply chain, connected with the performance of the contract/framework.

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*In relation to contracts covered by the Utilities Directive (2014/25/EU), these changes must be in accordance with the rules regarding changes to the contract.*

## 05. Self-assessment - CO2e reporting

From 1 January 2025, at the request of the customer, the supplier must carry out an ESG self-assessment and commit to report on CO2e data.

The customer can continuously monitor the supplier's completion of ESG self-assessment and CO2e reporting.

The self-assessment form is answered by the supplier's own rating.

In connection with the ongoing contract follow-up, regular meetings are held, where ESG evaluation and CO2e reporting are included as a fixed item on the agenda, for the purpose of ongoing dialogue.

The supplier's costs for preparing and submitting documentation, preparing self-evaluation(s), statements, participation in meetings, visits, and efforts, etc. are irrelevant to the customer.

