

Code of Conduct - Suppliers

HusCompagniet

1 Introduction

HusCompagniet A/S including its subsidiaries ("HusCompagniet") is committed to conducting business in a manner with respect for and a positive impact on human and labour rights, business ethics and anti-corruption, health, climate, and the environment. We expect that our Suppliers, including contractors, subcontractors, suppliers and sub suppliers conduct their business in accordance with the standards of HusCompagniet and this Code of Conduct. We are committed to working with our supply chain to ensure that all our Suppliers acknowledge our values and share our commitment to conducting business in a caring and responsible manner.

HusCompagniet strives to combine its strength and employees, Suppliers and representatives in all jurisdictions, companies and areas of expertise in the HusCompagniet organisation. Through our superior products, positive image, outstanding customer service and attention to detail, we strive to be a reliable partner for both our customers and Suppliers.

The purpose of this Code of Conduct is to promote and safeguard the integrity of our Suppliers.

The Code of Conduct reflects our values and standards. We believe that implementing our Code of Conduct in the partnership with our Suppliers will preserve business in a responsible manner.

2 HusCompagniet's values

HusCompagniet shall act with a sense of urgency in all aspects of its business. This means that HusCompagniet shall meet commitments in the minimum time required, make decisions fast but based on facts, accept change and manage new challenges and also be proactive.

Through our superior products, positive image, outstanding customer service and attention to detail, we strive to be a reliable partner.

HusCompagniet values a diverse workplace and recognizes diversity as an asset to the company. The commercial success of HusCompagniet is a reflection of the qualities and capabilities of our employees and business partners, which contribute to increased creativity, innovation and problem solving. We are convinced that diversity encourages the development of HusCompagniet and in the end, this development can affect the financial performance in a positive direction.

For further guidelines, see HusCompagniet's Diversity Policy [here](#).

3 Scope of the Code of Conduct

This Code of Conduct applies to all our suppliers, sub suppliers, , contractors, subcontractors, consultants and third parties working on behalf of HusCompagniet ("Suppliers") .

4 HusCompagniet's standards

A safe and healthy work environment is a top priority for HusCompagniet. Occupational health and safety legislation provides the framework for our working environment, and HusCompagniet has implemented additional measures to ensure the best possible protection for our customers, employees, and Suppliers. HusCompagniet strives to completely prevent and avoid workplace accidents, both on our construction sites and in our offices. To achieve this, we are fully aware of the risks associated with both our own activities and those of our Suppliers. We are committed to ensuring that our Suppliers comply with the same occupational health and safety standards. We expect all our Suppliers to comply with our Occupational Health and Safety Manual, which is available electronically at all construction sites and forms an integral part of our contracts with contractors and Suppliers. In the event of an accident or near-miss, we will analyze the incident and implement corrective actions to prevent recurrence. It is therefore essential that all accidents and near-miss incidents are reported to us. We also expect our Suppliers to report such events in accordance with applicable legislation.

5 What HusCompagniet expects of its Suppliers

Compliance with the Code of Conduct entails following HusCompagniet's standards within the areas below. In general, HusCompagniet expects that our Suppliers observe a high standard of business ethics in the conduct of their duties and responsibilities. We also expect that our Suppliers comply with applicable laws and regulation.

Health, climate and environment

At HusCompagniet, we take a responsible approach to every aspect of our construction activities when building homes for our customers. This includes a strong focus on the safety of our employees and Suppliers, as well as continuous efforts to reduce the negative impact that construction has on both the environment and the climate.

The safety of our employees and Suppliers is a key priority at HusCompagniet — this includes mental health and overall well-being. We expect our Suppliers to comply with all applicable health and safety legislation. Our Suppliers must ensure a safe and healthy working environment designed to prevent accidents and injuries, and to minimize occupational risks.

All our Suppliers must comply with local environmental laws and regulations, including any relevant permits and authorizations.

We expect all our Suppliers to work proactively to reduce their negative impact on the climate and environment. We engage in ongoing dialogue and cooperation with our Suppliers on this matter. We expect our Suppliers to aim to minimize their CO₂ emissions in operations and to choose renewable energy and environmentally friendly solutions wherever possible.

For further guidance, please refer to HusCompagniet's Sustainability Policy [here](#).

We expect that our Suppliers:

- Identify environmental impacts
- Reduce waste, energy and emissions
- Contribute to recycling
- Implement processes to increase use of renewable and reusable solutions

Labour rights, including working conditions

HusCompagniet supports the rights set forth in the Fundamental Labour Conventions of the ILO. We respect the right to freedom of association and collective negotiations.

We expect that our Suppliers ensure that all employees work out of their free will and that employees should be free to leave or terminate their employment with reasonable notice. We expect that our Suppliers promote sound working conditions and protect labour rights throughout the supply chain.

For further guidelines, see HusCompagniet's Sustainability Policy [here](#).

We expect that our Suppliers:

- Comply with our Safety Policy
- Ensure that their employees are offered a safe and healthy working environment
- Have established and enforce policies and procedures on safe and healthy working environment
- Provide their employees with adequate protective equipment
- Protect their employees from any acts of harassment

Business ethics and anti-corruption

HusCompagniet renounces all forms of corruption and bribery and is committed to acting ethically in the performance of all our activities.

We expect that our Suppliers have zero tolerance towards any and all forms of corrupt practices, including bribery, extortion or money laundering, whether directly or indirectly.

We demand that our Suppliers comply with all applicable anti-bribery and anti-corruption laws and regulations and the Anti-Corruption and Business Ethics Policy for HusCompagniet.

Consequently, our Suppliers may not offer, promise, authorize or give anything of value to any public official in any country, or to any business partner, to gain any improper business advantage of any kind. In addition, Suppliers may not solicit or accept any form of bribe from any person.

In general, no gifts or hospitality should be given or accepted which can raise integrity concerns.

We expect that our Suppliers:

- Document, record and keep income and expenditure data available for periods determined by law or if unregulated for a minimum of five years
- Do not permit or participate in money laundering

Human rights

Our people are the core of our business, and we are committed to treating all people with respect and do not tolerate any form of discrimination on the basis of age, gender, race, religious beliefs, political opinion or sexual orientation. HusCompagniet supports the rights set forth in the Universal Declaration of Human Rights.

We expect that our Suppliers prioritize human rights in the workplace and treat colleagues, customers, and others with respect, dignity and fairness.

For further guidelines, see HusCompagniet's Sustainability Policy [here](#).

We expect that our Suppliers:

- Promote a culture that protects human rights
- Treat colleagues, customers and business partners with dignity and respect

Trade sanctions

We expect that our Suppliers comply with all applicable trade control laws, regulations and rules and do not engage with sanctioned entities.

We expect our Suppliers to continuously work to reduce and mitigate health and safety risks in the workplace and train and protect all employees from any harm arising from workplace activities.

We expect that our Suppliers:

- Implement an adequate procedure for sanctions screening
- Never enter agreements or cause HusCompagniet to enter into agreements with sanctioned entities

6 Violations of the Code of Conduct

Failure to comply with the Code of Conduct may affect our Suppliers' ability to do business with HusCompagniet in the future. In case of failure to comply with the Code of Conduct, HusCompagniet has the right to require improvements. If improvements are not made, HusCompagniet has the authority to terminate its contract and business with the Supplier.

HusCompagniet reserves the right to monitor and audit our Suppliers and their facilities to ensure compliance with the Code of Conduct. Our Suppliers shall be prepared to provide access to relevant and reasonably requested information and documentation during an audit to ensure compliance with the Code of Conduct.