

**CODE OF CONDUCT**  
**- FOR BUSINESS PARTNERS**



**ØSTERMARK**  
**GROUTING**

“

Integrity

Responsibility

Professionalism

Honesty

Quality

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Professionalism, quality, integrity, responsibility, and honest, ethical business conduct are core values for Østermark Grouting and the heart of our business.

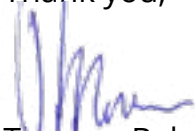
This Code of Conduct for business partners (the “Code”) provides the foundation for our continuous engagement with business partners and dialogue in good faith on their ethical, social, and environmental performance. It outlines our expectations regarding basic compliance with applicable law, respect for labour and human rights, environmental management, and anti-corruption. This code is an integral part of our relationships and part of all contracts with business partners. In Østermark Grouting, we fully commit ourselves to the principles of the Code. For the purpose of this Code, ‘business partners’ means suppliers who manufacture and deliver material to the Group. The Code shall cover all employees of our business partners, including permanent, temporary and agency provided.

We expect our business partners to maintain awareness and comply with all applicable national laws, rules, and regulations. If these are in contradiction with the specific expectations of this Code, the highest standards should be applied. Business partners are responsible for ensuring compliance with this Code.

If there are conditions which do not meet the Østermark Grouting requirements, the business partner must draw up an action plan with the assistance of Østermark Grouting in which a timetable for corrections is included. This is combined with a follow up visit to check whether conditions have improved. Through a combination of action plans and follow up visits, Østermark Grouting helps to secure a program of steady improvement in the working conditions of its business partners.

We are aware that improving ethical, social, and environmental performance requires time and resources. However, if a business partner, by intention or repeated negligence, fails to live up to this Code in an explicit and severe manner, or if the business partner continually refuses to engage in due diligence activities or lacks commitment to make progress on issues identified during an assessment, Østermark Grouting reserves the right to pursue a termination of the business relationship.

Thank you,



Thomas Bak  
CEO



# THE TEN PRINCIPLES

## HUMAN RIGHTS

- 1** Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2** make sure that they are not complicit in human rights abuses.

## LABOUR

- 3** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4** the elimination of all forms of forced and compulsory labour;
- 5** the effective abolition of child labour; and
- 6** the elimination of discrimination in respect of employment and occupation.

## ENVIRONMENT

- 7** Businesses should support a precautionary approach to environmental challenges;
- 8** undertake initiatives to promote greater environmental responsibility; and
- 9** encourage the development and diffusion of environmentally friendly technologies.

## ANTI-CORRUPTION

- 10** Businesses should work against corruption in all its forms, including extortion and bribery.



# RESPECTING HUMAN & LABOUR RIGHTS

## Health & Safety in the Workplace.

We expect our business partners to provide safe and healthy working conditions and take appropriate precautionary measures to protect employees from work related hazards and anticipated dangers in the workplace. Business partners shall abide with all applicable local laws and regulations to prevent accidents and injury to health arising out of, linked with, or occurring during work or as a result of the operation of employer facilities. We expect business partners to continuously improve working conditions and reduce workplace related risks and hazards by for example, introducing a written safety program, ensuring management responsibility for health and safety matters, setting targets, and conducting appropriate training. Business partners shall respect and comply with applicable laws, regulations and international human rights principles and international labor standards, defined by the UN Universal Declaration of Human Rights and by the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

Our business partners must assure that they do not:

- Tolerate any kind of discrimination regardless of race, color, religion, political conviction, gender, age, national origin, sexual orientation, gender, marital status or disability, or any other distinguishing characteristics protected by national or local laws.
- Accept any form of compulsory or forced labor.
- Use child labor in any operations.
- Accept negative conduct by an employee or group of employees. Bullying or any other form of harassment, including sexual harassment, whether direct or indirect, physical or psychological, verbal or non-verbal must not be tolerated.

We expect our business partners to respect freedom of association and the right for their employees to be represented by a trade union for the purpose of collective bargaining and to comply with applicable laws, industry standards and relevant collective agreements on wages, working hours, breaks, public holidays, and compensation in case of overtime.

## ENVIRONMENT, ENERGY & CLIMATE

We expect our business partners to carry out operations with care for the environment, comply with all relevant local and national environmental regulations and maintain all applicable licenses, registrations or permits.

Business partners shall strive to promote sustainability and environmental awareness at all levels by:

- Complying with all applicable environmental legislation and sustainability commitments.
- Preventing pollution and reducing consumption of resources through waste management strategies that promote recycling, as appropriate.

- Promoting and continuing to invest in technologies that provide alternatives to business travel.
- Considering environmental impact of products and services, taking into consideration the environmental impact of products and services, and supporting the purchase of sustainable products.
- Ensure our staff is aware of the environmental impacts of their work activities and encourage them through regular awareness and training to minimize those impacts.

## BRIBERY & CORRUPTION

Østermark Grouting does not condone, engage in or support bribery and corruption in any form and consider bribery and corruption to be contrary to our business values at all times.

We expect that our business partners do not engage in any form of corrupt practices, including extortion, fraud, bribery, facilitation

payment, or money laundry whether direct or indirect. We expect our business partners to maintain adequate procedures for preventing any of its employees, suppliers, agents, or other business partners from undertaking any conduct that in any way would give rise to an offense under applicable anti-corruption laws, rules and regulations.





## FAIR COMPETITION

Competition law, also known as anti-trust or anti-monopoly law, prohibits conduct that harms competition. Examples of such conduct are anti-competitive agreements, such as price fixing, market or customer sharing and bid rigging between companies, abuse of market power and not notifying transactions that need to be notified to competi-

on authorities. Østermark Grouting believes in the importance of free competition and we expect our business partners will compete lawfully and fairly in every market and every country where they conduct business.

## EXPORT CONTROL & TRADE SANCTIONS

The EU, the UN and a large number of individual countries have adopted trade sanction schemes prohibiting trade within particular geographies. Østermark Grouting is committed to complying with applicable export control rules and regulations governing cross-border transactions, and with applicable sanctions laws against persons or countries.

We expect our business partners to ensure that business is conducted in a manner that does not violate these trade sanctions and to inform Østermark Grouting should they ever become subject to international sanctions.

The Code will continuously be updated, please find the latest version under the link.

[www.oestermarkgrouting.com/download](http://www.oestermarkgrouting.com/download)



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