

# Code of Conduct

## Introduction

Our commitment to CSR is based on the conviction that responsible business makes economic sense. We integrate CSR consideration into our business and operations and with responsibility and sustainability we base our work on a model aiming to understand the company's impact on society in combination with the focus of our stakeholders. With this in mind, we have formulated a CSR strategy that deals with environmental and social key concepts, including climate issues and human rights. We introduce this supplier Code of Conduct as part of our programme to address sustainability issues across our business. At the same time, we want to make sure that our counterparts have the time to familiarize themselves with the values, which have been a driving force behind the development of TEG's business for more than 45 years.

TEG wants to act as a responsible business within the sectors in which we operate. We will achieve this through a continuous focus on areas where the company can identify significant impact on customers, stakeholders, suppliers and the surrounding society. This will include, but not necessarily be limited to, influence on environment and climate, social issues including labour rights, human rights and anti-corruption and bribery.

## Supplier Code of Conduct - CoC

This CoC will be presented to all our counterparts, suppliers and employees, and we expect them all to comply with the code as well as any relevant and applicable national law within the jurisdiction in which they operate. It is the responsibility of our suppliers to ensure that the CoC is enforced throughout whatever part of the value chain they control. More specifically we ask suppliers to pay attention to the following:

### Environment

The supplier shall continuously strive to minimise negative impact of its activities on the environment. This includes a proactive and responsible management of environmental aspects such as (but not limited to) natural resources, waste management, energy consumption, water use, noise, dust and odour emissions.

The supplier shall continuously comply with local laws including environmental laws and shall formulate and enforce an environmental policy relevant to the type and size of its operation.

### Health and Safety

The supplier shall ensure that the workplace is safe, hygienic and healthy. The supplier shall ensure that all means of transportation (airplane, ships, busses, cars etc.) are safe, working properly and according to all local laws and regulations. This includes ensuring the workers' and guests' access to fire fighting equipment and safety equipment.

The supplier is responsible for proper training of all its employees and the application of preventive measures, e.g. systems to detect, avoid and respond to potential risks to the health and safety of all employees and guests. The supplier and any counterpart are responsible for all necessary safety demonstration and information in order to ensure the safety of employees and guests.

## **Labour and human rights**

Forced labour is never to be used by the supplier. This includes prison labour, trafficking, slavery or any kind of work that goes against the will of the worker.

Child labour is never to be used by the supplier. When employing young people, the supplier must pay attention to the guidelines formulated by the International Labour Organization.

The supplier shall treat all employees with respect and not discriminate against anyone based on race, sexual orientation, ethnicity, language, health status, age, nationality, gender, political views or religion.

The supplier shall follow local laws and regulations in regard to wages, pensions, piece rates and other elements of compensation. Furthermore, the supplier shall provide employment contracts to all employees.

The supplier shall respect lawful collective agreements. Furthermore, the supplier shall respect the employees' right to organise themselves and negotiate collective wage agreements.

Monetary fines or deduction in compensation, as a means of disciplinary measure, can only be carried out if legal and agreed by collective bargaining agreements.

## **Business integrity and anti-corruption**

The supplier and all TEG employees shall comply with all applicable laws relating to corruption, intellectual property rights and bribery and thereby ensure a high level of integrity.

Suppliers must ensure, through relevant training, that they do not offer, promise, give or accept bribes or gifts.

Suppliers must commit to take actions to combat and prevent all forms of corruption at the earliest possible opportunity.

### **The easy, simple version:**

1. Treat all guests, employees and partners with the utmost care, respect and on fair terms according to local laws.
2. Do not litter and throw garbage all around.
3. Treat nature and wildlife with proper respect.
4. Make sure that all guests, employees and partners are safe and trained in the necessary safety equipment and procedures.