

Stenger & Ibsen Construction's (SIC) code of conduct for suppliers

General

Stenger & Ibsen Construction's Code of Conduct for Suppliers (hereafter called 'the SIC Code') sets requirements for suppliers and is based on the UN Global Compact, the UN Guiding Principles for Business and Human Rights.

SIC requires its suppliers to comply with the SIC Code when doing business with SIC.

Compliance with laws and regulations

Suppliers shall comply with all applicable laws, rules, and regulations in the countries where they operate.

In case of contradictions between the SIC Code and applicable laws and regulations SIC expects the supplier to inform SIC.

Consequences in case of violations

Suppliers shall address any violations of the SIC Code or equivalent standards that come to their knowledge and to take appropriate actions. SIC will seek appropriate measures depending on the severity of the violation.

Persistent failure to comply with the SIC Code or repeated and unjustified refusal to provide the required information may also result in suspending or terminating the suppliers activities with SIC.

Due diligence and transparency

General

SIC shall have the right to conduct due diligence by regularly and systematically identifying and assessing human rights, labor law, environmental and business ethics related risks and impacts in its supply chain and to use this information to avoid or mitigate harmful impacts

SIC also expects its suppliers to conduct appropriate due diligence in their own operations and supply chain.

Management systems and monitoring

Suppliers should have adequate management systems and controls in place to ensure compliance with the SIC Code or agreed equivalent standards. The functioning and quality of the supplier's management system should be in proportion to the size, complexity, and risk environment of the supplier's business. Suppliers should secure and monitor that their own suppliers and sub-suppliers comply with the SIC Code or, where applicable, their own equivalent code of conduct.

Human rights and labor rights

General

SIC expects its suppliers to respect internationally proclaimed human rights.

Requirements related to supplier personnel in the SIC Code shall apply to all the suppliers' workers including temporary, migrant, student, and contract workers as well as direct employees.

All workers shall have the right to enter and to terminate their employment freely.

Suppliers should take measures to avoid causing, contributing, or being linked to negative human rights impacts.

Indigenous people

Suppliers shall respect the rights of indigenous and tribal peoples and their social, cultural, environmental, and economic interests, including their connection with lands and other natural resources.

Suppliers should follow the principles of free, prior, and informed consent, and participation to obtain broad-based consent of indigenous and tribal peoples in their activities.

Community engagement and development

Suppliers shall respect the rights, interests, and development aspirations of affected communities during significant changes of suppliers normal operations. Community engagement should be carried out in an inclusive, equitable, culturally appropriate, gender-sensitive, and rights-compatible manner.

Child labor and young workers

Suppliers shall work against all forms of child labor. Suppliers should not participate in, or benefit from any form of child labor. If child labor is detected a remediation program shall be put in place.

Suppliers shall not employ children below the minimum age of employment or the age for completing compulsory education in that country, whichever is higher. Suppliers shall not employ any workers under the age of 18 to perform any work that is defined in national law as hazardous.

Modern slavery and forced labor

Suppliers shall not participate in, or benefit from any form of forced labor, including bonded labor, involuntary prison labor, slavery, servitude, or work performed under the menace of a penalty or coercion.

All forms of modern slavery are unacceptable to SIC.

Working conditions

Hours of work

Suppliers should ensure that normal working hours and overtime working hours are within the limits permitted by applicable laws and regulations or agreed to in relevant collective agreements.

Wages, leave and benefits

Suppliers shall pay a wage including benefits that meets basic needs and strive for a discretionary income in compliance with applicable laws and/ or relevant collective agreements as applicable. Correspondingly workers shall be compensated for overtime at pay rates greater than regular hourly rates.

Freedom of association and collective bargaining

Suppliers shall recognize and respect the rights of employees to freely associate, organize and bargain collectively, if they so wish to.

In situations where the right to freedom of association and collective bargaining is restricted by applicable laws and regulations, SIC expects suppliers to allow alternate forms of worker representations.

Non-discrimination

Suppliers shall not practice any form of discrimination in hiring and employment practices. Illegitimate grounds for discrimination include but are not limited to race, colour, gender, age,

language, property, nationality or national origin, religion, ethnic or social origin, caste, economic grounds, disability, pregnancy, belonging to an indigenous people, trade union affiliation, political opinion, sexual orientation.

Grievance channels and remediation mechanisms

Suppliers should make available appropriate grievance mechanisms that are available to personnel and interested parties, including affected communities, to make comments, recommendations, reports, or complaints concerning the workplace, the environment, or suppliers business practices. Suppliers shall have routines for dealing with harassment and communicate that any form of harassment is unacceptable and must be reported.

Business integrity

SIC expects its suppliers to conduct business in compliance with all applicable national and international laws and regulations and adhere to internationally agreed standards of business ethics.

Anti-corruption

Suppliers shall not engage in or tolerate any form of corruption, bribery, money laundering, extortion, or embezzlement. Suppliers shall not offer or accept any benefits or other means to obtain any undue or improper advantage. Such improper benefits may comprise cash, non-monetary gifts, pleasure trips or services and amenities of any other nature.

Conflict of interests

Suppliers shall avoid conflicts of interest that may compromise the supplier's credibility with SIC or other exterior parties' confidence in SIC.

Competition Law

Suppliers shall respect and comply with all applicable competition laws and regulations, including an obligation not to exchange commercially sensitive and strategic information with competitors or to enter into anti-competitive agreements with any business partner.

Protection of Intellectual property rights and confidential information

Suppliers shall respect SIC's intellectual property rights and protect SIC's information by safeguarding it against misuse, theft, fraud, or improper disclosure.

The 22nd of December 2022
Balling, Denmark



Jens Bak Ibsen, CEO
Stenger & Ibsen