

Stenger & Ibsen Construction Code of Conduct for Suppliers

Introduction

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

The purpose of the code of conduct is to ensure that all SIC operations are carried out responsibly. We aim to establish long-lasting relationships with our suppliers to gain mutual benefits. The code of conduct outlines our expectations of suppliers, where we require all suppliers to comply with our code of conduct.

General requirements

Suppliers shall comply with all applicable laws, rules, and regulations in the countries where they operate. In case of contradictions between the SIC Code of Conduct and applicable laws and regulations, the applicable laws should always prevail. In this case, SIC expects the supplier to inform SIC.

Human rights and labour rights

General

SIC expects its suppliers to respect internationally proclaimed human rights. Requirements related to supplier personnel in the SIC Code of Conduct shall apply to all of the suppliers' workers, including temporary, migrant, student, and contract workers, as well as direct employees. All workers shall have the right to enter and terminate their employment freely. Suppliers should avoid causing, contributing, or being linked to negative human rights impacts.

Discrimination

We expect all suppliers to treat employees without discrimination. All employees must have equal treatment and opportunities in employment.

Community engagement and development

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

Child labour and young workers

Suppliers shall work against all forms of child labour. Suppliers should not participate in or benefit from any form of child labour. If child labour 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 workers under the age of 18 to perform any work defined in national law as hazardous.

Modern slavery and forced labour

Suppliers shall not participate in or benefit from any form of forced labour, including bonded labour, involuntary prison labour, 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 regular 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.

If applicable laws and regulations restrict the right to freedom of association and collective bargaining, SIC expects suppliers to allow alternate forms of worker representation.

Grievance channels and remediation mechanisms

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

Health and Safety

All suppliers must provide safe and healthy working conditions for all employees. We expect our suppliers to continuously improve their work conditions and reduce work-related risks, hazards, injuries, and accidents.

Environment and Climate

We expect our suppliers to perform their operations responsibly and with care for the environment, striving to minimize negative impacts. All suppliers must comply with local environmental laws. We expect suppliers to actively minimize their usage of resources, including raw materials, energy, water, waste, etc. Suppliers shall handle waste in an environmentally responsible way and aim to recycle materials as much as possible.

Business ethics

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.

Information and data

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

Compliance

SIC shall have the right to conduct due diligence by regularly and systematically identifying and assessing human rights, labour 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 operations and supply chain.

Management systems and monitoring


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

Consequences in case of violations

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

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

The 11th of August 2023
Balling, Denmark


Jens Bak Ibsen, CEO
Stenger & Ibsen