

Sustainability Policy

Stenger & Ibsen Construction (SIC) is proud to be a part of the value chain for developing renewable energy to secure a stable future for the next generations. The result of renewable energy is positive for the planet and its people; however, establishing renewable energy sources, such as a wind farm demands a construction phase. This phase entails heavy machinery, deforestation, safety-related risks, blasting, reinforced concrete elements, cabling etc. With SICs' focus on sustainability, we take responsibility for our actions and impact on the world. Sustainability is becoming a core part of our culture to make responsible decisions and ensure the best solutions for our customers. This policy provides high-level guidance on how we work with sustainability jointly as a company incorporating every aspect and level in the organisation to take responsible actions. In Stenger & Ibsen Construction, we have implemented several policies that guide our daily business.

Climate and Environment

At SIC, we are committed to taking action and being a front-runner in sustainability in our industry. We will reduce our carbon footprint by optimising our solutions, especially considering material sourcing and layout. We minimise our climate and environmental impact through design changes and procurement.

As a project-driven company, we work based on our customer's specifications, striving to provide the best and most sustainable solutions fitting their needs. We continuously research new opportunities to develop and improve our work methods and design. We believe in cooperation between our suppliers, customers, business partners and ourselves to create innovative solutions and encourage a positive attitude towards the environment. In SIC, we work with the following areas:

- **Sustainable sourcing:** Most of our carbon footprint comes from a few materials, where we strive to educate our suppliers in alternative material sourcing to lower the carbon emissions from a project.
- **Biodiversity:** When constructing, for instance, a wind farm, we interfere with the nature and biodiversity of an area. We work to find the best quantifiable method for maintaining, if not enhancing, biodiversity in the areas where we work.
- **Waste:** With project sites around the North, we work to optimise the resource efficiency and circularity of our procurement.

We work systematically to minimise the negative impact of our actions on the world by establishing a data-driven foundation to research innovative solutions and set relevant targets for ourselves and our stakeholders.

Health, Safety, and Well-being

In SIC, we have a clear focus on ensuring our employees' well-being through strong social relations and a safe workplace. We focus on employing passionate performers who believe in our culture, values, and behaviour. The building of a strong culture and investment of time in health and safety, we believe, has a beneficial impact on our employee's welfare and morale, minimisation of accidents and occupational diseases, as well as an increased operational discipline affecting productivity and quality. SIC is committed to:

- **Working conditions:** Establishing good work conditions focused on ensuring hours, rest periods, leaves, and wages following industry practice and local regulations.
- **Non-discrimination:** SIC believes in equal opportunity and treatment in employment and workspace. No employee must be discriminated against based on age, race, sex, colour, religion, national origin, sexuality, disabilities, etc.
- **Human rights:** We set high standards concerning human rights for ourselves and our suppliers. We prohibit using forced labour, human trafficking, and child labour. Moreover, we respect our employee's and suppliers' right to freedom of association and collective bargaining.
- **Health & Safety:** Occupational health and safety (OH&S) is a major focus area for SIC. Our policy for this area is listed in our separate OH&S Policy, which governs what we do at SIC.

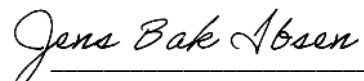
Business Ethics and Anti-Corruption

At SIC, we are committed to ensuring an ethical business practice that upholds the values of transparency and accountability. The entirety of SIC must comply with all legislation fitted to the country they operate in. Where a potential doubt could arise, the employee must use our code of conduct and SIC values to guide their action and inform their immediate superior. Our Code of Conduct includes how to handle:

- **Human rights and labour rights:** Discrimination, community engagement & development, child labour, forced labour and young workers.
- **Working conditions:** Hours of work, wages, leave, benefits, freedom of association, collective bargaining, grievance channels and remediation mechanisms.
- **Health & safety**
- **Environment & climate**
- **Business ethics:** Business integrity, anti-corruption, competition law
- **Information and data**

This policy applies to the entirety of SIC as well as our subcontractors and suppliers. The policy is based on our company values and code of conduct, which constitute a central part of our management system. The SIC Group management has the overall responsibility of sustainability, where our ESG Manager and HSEQ Manager are responsible for controlling and monitoring policy compliance.

The 11th of August 2023
Balling, Denmark



Jens Bak Ibsen, CEO
Stenger & Ibsen Construction