

Code of Conduct

For business partners



June 2022



FJERNVARME FYN

Code of Conduct

Code of Conduct for business partners

Fjernvarme Fyn is certified in social responsibility according to DS 49001. In extension of this, it is essential for Fjernvarme Fyn to have a code of conduct, with a set of ethical ground rules according to which business partners must act. Central to Fjernvarme Fyn's Code of Conduct is our four core values. They are the foundation for the goals and actions we, as a company and employees, represent. The core values at Fjernvarme Fyn are responsibility, loyalty, professionalism and commitment. With the starting point in our core values, the Code of Conduct focuses on human rights, the climate and sustainability, health and safety, responsible business conduct and technological innovation.

Fjernvarme Fyn's values mean we are obliged to act with maximum ethical focus and to operate the company in a responsible and sustainable way. Therefore, everything we do reflects our values. All employees and business partners of Fjernvarme Fyn are obliged to become familiar with and relate to the guidelines described in this Code of Conduct.

Areas of application

The areas covered by this Code of Conduct are based on the UN Sustainable Development Goals, the Global Compact, the ILO conventions and the minimum standard for responsible business conduct.

If a business partner refrains from complying with this Code of Conduct, Fjernvarme Fyn will reserve the right to suspend the cooperation or discontinue the cooperation. Fjernvarme Fyn expects to be notified about the status on the implementation of necessary initiatives so the requirements from this Code of Conduct can be complied with. In addition, Fjernvarme Fyn reserves the right to conduct follow-up visits and/or receive written updates on the status of initiatives for compliance with the Code of Conduct.

Human rights

Fjernvarme Fyn as well as their business partners are obliged, at all times, to comply with applicable legislation that forbids discriminatory practices on the basis of race, gender, religion, political convictions, faith,

sexual orientation, age, disability and national, social or ethnic origins.

There is a requirement that business partners are obliged to comply with the fundamental human rights in the UN Global Compact. This includes the denouncement of any use of forced labour and child labour.

We do not accept any form of violence, threats, harassment or sexually offensive behaviour at the workplace as well as any form of discrimination.

At Fjernvarme Fyn all employees are guaranteed working conditions and opportunities that are in accordance with the most representative labour market parties in Denmark for the relevant professional field, and is thus also obliged to comply with the fundamental employees' rights as set out in the UN Global Compact. All business partners are expected to do the same.

Climate & Sustainability

Climate considerations are an integrated part of Fjernvarme Fyn's social responsibility and we expect that our business partners commit to working with the reduction of climate impacts in production and work processes. At the same time, and where possible, to make the use of resources more effective through, for example, the choice of more climate-friendly products and optimisation of waste management.

Environmental impact from production must be reduced where possible. This includes a sustainable utilisation of the resources with the basis in the limitation in the use of the earth's raw materials, prevention of pollution and minimising of waste and energy consumption.

Fjernvarme Fyn is ambitious in regard to sustainable conduct and naturally supports the UN Sustainable Development Goals with special focus on Goal 7 - Sustainable energy.

National regulations and laws as well as international standards for environmental protection must be complied with.

Fjernvarme Fyn aims at the ongoing improvement of production technologies and work processes with the intention to minimise the environmental impact and they expect the

same from their business partners.

Fjernvarme Fyn expects that their business partners choose modern, effective and environmentally effective technologies. They must also support a sustainable development in society.

Fjernvarme Fyn expects that our business partners endeavour to use technologies for the reduction of greenhouse gas emissions and other emissions from their products and services.

Health and Safety

The working environment legislation must be complied with at all times, including in particular:

- Working conditions must always be planned so it is fully responsible in terms of health and safety within the relevant work areas. At the same time, safety rules and instructions that are given must always be followed.
- The necessary or indicated safety equipment must always be used for the relevant task.
- Fjernvarme Fyn is a no alcohol and no smoking workplace. This must be complied with at all times.
- It must be ensured that everyone is informed about health and safety and are also instructed in the correct execution of their work.
- It is the responsibility of the business partner to conduct suitable inspection that the work is executed responsibly in terms of the working environment and in accordance with applicable regulations and instructions.
- It is the responsibility of the business partner to register as well as follow up on any accidents, work-related injuries, both physical and mental, and the run-up to these incidents so that regular efforts are made to improve health and safety. If incidents occur in connection with work for Fjernvarme Fyn, Fjernvarme Fyn must be notified of this immediately.
- Communication must always be in a proper tone both professionally and socially in order to promote a healthy psychological working environment.



Responsible business conduct (the minimum standard)

Fjernvarme Fyn expects that our business partners demonstrate responsible business conduct by complying with the UN Guiding Principles for Business and Human Rights (UNGPs).

Everyone has the obligation to take action if violation of ethical rules, policies or legislation is registered.

Business partners must intervene with corrective actions so problems are resolved - for example, by using Fjernvarme Fyn's whistleblower system..

Everyone has access to Fjernvarme Fyn's whistleblower portal from Fjernvarme Fyn's website:

www.fjernvarmefyn.dk/whistleblower

Technological Innovation

Fjernvarme Fyn requires business partners who promote technological innovation with focus on:

- Solutions that are more climate-friendly, sustainable and more secure.
- Future-proofing of technologies that support Fjernvarme Fyn's business.

Upon enquiry from Fjernvarme Fyn, the innovation must be supported with documentation of what is economically and technically possible.



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