



BAGGER · SØRENSEN

BAGGER-SØRENSEN CODE OF CONDUCT SUPPLIERS

Version 1
Effective from Q4 2025
Approved at board meeting Q3 2025

CODE OF CONDUCT – SUPPLIERS

BACKGROUND AND PURPOSE

Bagger-Sørensen & Co. strives to be a reliable business partner that works solution-oriented and creates the right conditions for shared success. We expect our suppliers and business partners to act responsibly and in accordance with applicable legislation.

This policy defines the framework for responsible conduct and collaboration, integrating climate and environmental, social, and governance (ESG) considerations as a natural part of how we conduct business.

SCOPE

The policy applies to the entire Group, including companies with more than 50% ownership or operational control, and covers all suppliers, business partners, agents, consultants, and others acting on behalf of the Group.

If deemed necessary, Group companies or activities may create supplements to the policy depending on their risk profile.

ROLES AND RESPONSIBILITIES

The policy is approved by the Board of Directors and reviewed annually together with the Group's other policies. Executive Management owns the policy and oversees its implementation and training across the organisation. Executive Management is also responsible for reporting any material breach of the policy to the Board without undue delay. Group Management is responsible for implementing the policy in daily operations and ensuring that the policy and related processes are appropriately applied within their teams.

OUR APPROACH TO SUPPLIER AND PARTNER CONDUCT

Climate & Environment

- Suppliers must actively reduce their climate footprint in line with the Paris Agreement and contribute to identifying and preventing climate-related risks
- Suppliers must reduce their overall environmental footprint, including limiting emissions of harmful substances and waste
- Suppliers must limit the consumption of scarce and non-renewable resources

Human Rights and Labour Conditions

- Suppliers must respect international principles for human rights, including ILO conventions and OECD Guidelines for Multinational Enterprises
- There is zero tolerance for forced labour, child labour, and any form of discrimination
- Suppliers must ensure decent working conditions for employees, including minimum wage, working hours, health and safety, and freedom of movement

Governance

- Suppliers must comply with applicable local and national laws, rules, regulations, and requirements in the country where they produce, manufacture, distribute, or deliver products or services
- Zero tolerance for corruption and bribery



COMPLIANCE

Suppliers must report any identified non-compliance with this Supplier Code of Conduct to Bagger-Sørensen.

RAPPORTERING OG GENNEMSIGTIGHED

- Suppliers and their employees are strongly encouraged to use the Group's whistleblower scheme if they experience or suspect irregularities or breaches of this Code of Conduct
- All reports are handled through the Safe2Whistle whistleblower portal, administered by Bech-Bruun to ensure impartiality
- All reports are handled quickly, professionally, and in full confidentiality, and whistleblowers are protected against retaliation in accordance with the Danish Whistleblower Act

