

CODE OF CONDUCT

Consideration and accountability in relation to the outside world, employees, customers, environment and society lie at the heart of Barslund Group's operations. Barslund Group's Code of Conduct is based on our CSR policy and permeates every part of our organisation. This ensures that we are always focused on how we interact with and affect our external environment. We enforce the same high standards on our partners and suppliers, who are required to sign our Code of Conduct. It is a requirement that our partners and suppliers comply with laws and regulations that apply in the countries in which they operate. Their taxes and other charges must also be paid on time.



Customers

At Barslund Group, we have a customer-oriented culture. Our vision will be reached by 2020, when 9 out of 10 customers and partners will use us again, as well as mentioning Barslund Group positively. We therefore work diligently and continuously to create a behavior that makes this vision a reality.

We also expect a customer-oriented approach from our partners and suppliers, as well as a behavior that is based on our "Code and Conduct".

Terms of employment

At Barslund Group, all decisions relating to employment, promotion, dismissal, remuneration and other terms of employment are based on relevant and objective criteria. We do not want to contribute to social dumping. Instead, we strive to ensure fair conditions for our employees. All our employees are hired in accordance with applicable collective agreements and legislation. We are a member of relevant industry associations, and we regularly provide documentation to public authorities that our terms of remuneration and employment comply with the applicable collective agreements/legislation. Our partners and suppliers must also be able to live up to this.

Work environment

At Barslund Group, we are focused on systematically building upon and optimising our efforts relating to our working environment. Our goal is to ensure that there are no employees in the business who are exposed to greater risks than the best insight and knowledge warrants. We are committed to evaluating these risks, and we strive to ensure that not a single employee is injured or the victim of work-related ailments while also making sure that all national and regional working environment laws and regulations are complied with. Our partners and suppliers must be able to document that they are constantly working to improve the working environment and create a safe workplace.

Environment

At Barslund Group, we want to employ environmental initiatives to gain greater insight into the way in which we pollute and thereby ensure better prevention. Our activities entail the use of heavy machinery and car usage, which naturally entails certain risks and effects on the environment and climate. When choosing new company cars and machines, environmental impact is therefore an important selection criterion. We prevent pollution as much as possible by investing in energy-efficient solutions and promoting energy-saving initiatives. We also participate actively in experiments with recycling possibilities of e.g. building materials. In addition, we have implemented an environmental management system that serves the purpose of ensuring our project management and execution of projects is more effective and thereby minimising the length of time our operations have an environmental impact. Our partners and suppliers must comply with legislation regarding environmental impact.

Social responsibility

At Barslund Group, we do not allow any form of discrimination, as a result of gender, age, disability, religion/belief, political opinion, sexual, social or ethnic origin in connection with employment, dismissal, transfer, promotion, determination of salary, setting of working conditions or through competence development. We feel an obligation to help create a multicultural and well-educated society. Therefore, future generations and their development are a highly prioritised focus area, and we work hard to ensure that 10% of our staff always includes apprentices, students and trainees.

We also expect our partners and suppliers to not discriminate, and work actively, to the extent possible, on educating future generations.

Ethics

At Barslund Group, we comply with laws and directives in the markets within which we operate. We are mindful of the fact that our prominent position in society comes with a bigger responsibility to help promote good and healthy business ethics and morals. Negative publicity can have a significant impact on business in relation to customer relationships as well as recruitment and retention of employees. That is why we are actively engaged in avoiding corruption, nepotism and other forms of circumvention of good work ethics. We are mindful of the fact that Barslund Group's size and number of employees makes it difficult to ensure there are no unethical incidents whatsoever. With a view to minimising such risks, we promote a health and transparent business culture through our communication. We relate to our business partners and suppliers ethical code and demand that they work on the basis of good business ethics.

Culture

Our values are customer-oriented and form the basis of our culture. At Barslund Group, we are: Need-oriented, Development-oriented, Social, Proud, Dedicated and Innovative. To ensure that our set of values is not simply dictated by the management but instead reflective of the group's culture, the majority of our employees have attended workshops and courses to define our shared culture and values and subsequently incorporate them into our working practices. We continuously work to create behavior and action behind the values, in order for our customers, partners, suppliers and colleagues to enjoy and benefit from experiencing this. Our relationship with You as a partner or supplier is based on the above culture.



Barslund Group

February 14th 2019
Thomas Barslund CEO

With my signature I confirm that [insert company] has read Barslund Groups Code of Conduct for partners and suppliers, and obliges to follow it.

Company

Date and signature

Name