

LINDKON aps

Business Partner Code of Conduct

Within our spheres of influence and activity, LINDKON aps endeavors to contribute to the improvement of responsible conduct of business and creating transparency regarding social and environmental issues. Thus we have committed ourselves to the UN Global Compact principles, which form the basis for our CSR work. The LINDKON aps Business Partner Code of Conduct reflects the ten key principles of the UN Global Compact:

Human Rights:

- 1. Businesses should support and respect the protection of internationally proclaimed human rights; and*
2. ensure that they do not contribute to human rights abuses.

Labour Standards

3. Businesses should uphold freedom of association and recognize the right to collective bargaining.
4. The elimination of all forms of forced or compulsory labour;
5. The effective abolition of child labour; and
- 6. The elimination of discrimination in respect of employment and occupation.*

Environment

- 7. Businesses should support a precautionary approach to environmental challenges;*
- 8. Undertake initiatives to promote greater environmental responsibility; and*
- 9. Encourage the development and diffusion of environmentally friendly technologies;*

Anti-Corruption

10. Businesses should work against all forms of corruption, including extortion and bribery.

The Business Partner is obliged to establish and maintain adequate procedures to obtain sufficient knowledge of own and any sub suppliers' businesses' level of compliance with LINDKON aps Business Partner Code of Conduct. Furthermore, the Business Partner is obliged to establish and maintain adequate procedures, including monitoring, in order to ensure compliance with the LINDKON aps Business Partner Code of Conduct.

The LINDKON aps Business Partner Code of Conduct should be regarded a part of any business relation with LINDKON aps and should thus be considered part of any contract or agreement regulating such business relation.

Rev.nr. 001

1. Human Rights

- LINDKON aps opposes the violation of internationally proclaimed human rights. The Business Partner is obliged to support internationally proclaimed human rights.
- The Business Partner shall comply with local laws and standards in the jurisdictions in which the Business Partner operates.
- The Business Partner is obliged to refrain from any obvious violation of internationally proclaimed human rights.

2. Labour Standards

- The Business Partner is obliged to acknowledge and support the freedom of association and the right to collective bargaining and not to interfere with or limit the employees' right pursuant to local law to be a member of a trade union and/or to bargain collectively.
- The Business Partner is obliged to refrain from any engagement in or benefit from any form of forced or compulsory labor.
- The Business Partner is obliged to observe the ILO conventions' recommendations on minimum age for employment. Such minimum age is as a main rule equivalent to the age for completing compulsory schooling.
- The minimum ages are (developed/developing countries): 13/12 years for light work; 15/14 years for regular work; and 18/18 years for hazardous work.
- The Business Partner is obliged to refrain from engaging in or benefiting from child labor, defined as work that threatens the child's health, education or development, although in accordance with the ILO conventions as to age of the child and the character of work.
- The Business Partner is obliged to refrain from any discrimination of employees on the basis of race, color, sex, religion, political opinion, national extraction, social origin, physical or mental disabilities, and refrain from any forms of harassment or bullying.

3. Environment

- The Business Partner is obliged to comply with local laws and standards with respect to environmental issues.
- The Business Partner is obliged to proactively take necessary precautions and actions to minimize the adverse environmental impacts of its activities and base any approach to environmental issues on a principle of caution.

Rev.nr. 001

- The Business Partner is obliged to choose the most environmentally friendly product, method or technology when supplying LINDKON aps.
- When contracting with sub suppliers, the Business Partner is obliged always to take environmental issues into account so as not to “export” environmental challenges.

4. Anti-Corruption

Any form of corruption, including bribery, personal payments, extortions or kick-backs, is unacceptable for LINDKON aps, regardless of local laws and practices. The Business Partner must refrain from engaging in or benefiting from such payments when working with LINDKON aps. Furthermore, the Business Partner must promptly contact LINDKON aps if confronted with such payment demands in connection with supplying LINDKON aps.

Applicability

The LINDKON aps Business Partner Code of Conduct applies to all of LINDKON aps’ external Business Partners; internal Business Partners and employees being guided by similar principles. LINDKON aps requires that any Business Partner ensures compliance with the LINDKON aps Code of Conduct, also by their sub suppliers and hence the term “Business Partner” shall include any sub supplier of the Business Partner.

Support of UN Global Compact

LINDKON aps wishes to support the continuous propagation and implementation of the UN Global Compact, and the LINDKON aps Business Partner Code of Conduct is an important tool to achieve our endeavors. LINDKON aps operates its corporate social responsibility on the basis of the notion that businesses should respect and promote the UN Global Compact, whilst governments should make and enforce the laws.

LINDKON aps recognizes that compliance with the UN Global Compact still has to be established with due consideration of the stage of development and financial situation of the countries in question.

LINDKON aps is aware that the principles of the UN Global Compact may not be complied with all at once, but it is LINDKON aps’ firm aim, within our sphere of influence, persistently to keep encouraging our Business Partners to comply with – and preferably adhere to - the principles of the UN Global Compact.

Rev.nr. 001

LINDKON aps will only do business with Business Partners, who share the values forming the basis of the principles of the UN Global Compact and who, within their spheres of influence and activity, continuously work for the improvement of the areas comprised by the ten principles.

Monitoring the Business Partners

In order to ensure our Business Partners' compliance with the LINDKON aps Business Partner Code of Conduct, LINDKON aps has established a practice pursuant to which all Business Partners, who are considered critical according to internal guidelines, shall submit to the LINDKON aps Code of Conduct.

Monitoring and auditing may also be conducted by announced or unannounced on-site inspections by LINDKON aps or our representatives. The Business Partner is thus obliged to give LINDKON aps' representatives full access for such on-site inspections, including access to all records and data, which may be relevant to evaluate the Business Partner's level of compliance with the LINDKON aps Business Partner Code of Conduct and access to interview randomly chosen employees.

Non-compliance with the LINDKON aps Code of Conduct

Failure to comply with the LINDKON aps Code of Conduct or to grant full access to on-site inspections constitutes a material breach of the business relationship with LINDKON aps, entitling LINDKON aps to react accordingly, e.g., by terminating such relation.

However, LINDKON aps would regret terminating the business relationship. Therefore, in the event of non-compliance, LINDKON aps will initiate a dialogue with the Business Partner and request further explanations and take appropriate actions in order to ensure improvement on the subject(s) in question. The Business Partner is obliged to be cooperative in order to ensure such improvements. LINDKON aps may co-operate with national or international organizations with specific focus on one or more subjects covered by LINDKON aps Business Partner Code of Conduct, and in the event of non-compliance with LINDKON aps Business Partner Code of Conduct the Business Partner shall be obliged also to co-operate with such organizations in order to minimize the harmful effects on human beings or the environment.

The Business Partner's continuous failure or lack of will to take active part in the dialogue, or to establish adequate measures to improve on the subjects of non-compliance or failure to implement such measures will be regarded as material breach of the business relation with LINDKON aps, entitling LINDKON aps to react accordingly, e.g. by terminating the relation.

I/ We hereby submit to LINDKON aps Code of Conduct as long as I/ we are Business Partners with LINDKON aps.

Business Partner: _____

Place and date: _____

Signature: _____

Name (in capital letters): _____

Rev.nr. 001