



⋮ Havfram

2023

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→ CODE OF CONDUCT FOR BUSINESS PARTNERS

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## Havfram Code of Conduct for Business Partners

### Introduction

At Havfram, we believe that acting ethically and responsibly is not only the right thing to do, but it is in the core of our DNA.

Havfram supports the 17 United Nations Sustainability Goals (SDGs) because its very existence and mission are deeply intertwined with the pursuit of sustainable development in the world. The Group's operations have an impact on several of them. Havfram is committed to the renewable energy generation and believes that harnessing the power of offshore wind will contribute to a low-carbon future. We are contributing to the important cause of generating clean and sustainable energy, significantly reducing greenhouse gas emissions and thereby dependence on fossil fuels. Our environmental stewardship also includes the low-emission profile of our newbuild vessel, which are specially designed to reduce the carbon footprint of the offshore wind industry.

Havfram has developed a global Code of Conduct for Business Partners, including but not limited to suppliers, distributors, agents, joint venture partners, customers and strategic partners. The purpose is to clarify our global expectations when it comes to business integrity, labour practices, human rights, health and safety and environmental sustainability.

Havfram expects its business partners to conduct business ethically and responsibly, with honesty and transparency, in a sustainable and socially responsible manner, and to adhere to the following:

### Compliance with applicable laws

Havfram's business partners shall comply with applicable laws and regulations.

### Fair business

Havfram is committed to conducting business in a fair and proper manner.

Havfram's business partners shall uphold the highest standards of business ethics, respect local laws and not engage in any form of corruption, bribery, fraud, kickbacks, illegal gratuities or extortion.

Havfram has a zero-tolerance policy against corruption in any form.

### Fair competition

Havfram strictly prohibits anti-competitive agreements or conduct, including fixing prices, restricting the supply of goods or services, bid rigging and market sharing. We require our Business Partners to commit to free and fair competition and to abide by relevant competition laws and regulations.

### Human Rights

Havfram's business partners shall respect internationally recognized human rights.

Havfram will not use or accept any form of human trafficking, forced labor or prison labor nor accept anyone to do so on our behalf.

Havfram recognizes the employees right to freedom of association and collective bargaining in accordance with applicable laws and regulations.

Havfram requires that employees of our business partners are treated with respect and dignity.

**Conflict of Interest**

Havfram expects its business partners to immediately disclose and address situations where there is an actual, potential or perceived conflict of interest.

**Sustainability**

Havfram expects its business partners to adopt and promote sustainability principles and to comply with applicable environmental, social and governance laws and regulations.

**Health and Safety**

Havfram' business partners shall provide a safe and healthy workplace to their employees and contractors.