



Code of Conduct

for AABO-IDEAL Group Suppliers

AABO  IDEAL
— GROUP —



INTRODUCTION

AABO-IDEAL Group is committed to a framework of principles and policies which includes respect for universally recognized standards for the environment, human rights, labour, and anti-corruption.

Therefore, we seek to work with suppliers and partners who share our commitment and to ensure that all our suppliers operate in compliance with the terms and standards of our Code of Conduct for Suppliers.

This Code of Conduct for Suppliers broadly covers the aspects of approach to ethical matters, compliance, and sustainability, and it is grouped according to the topics safety, environmental, social and governance matters.

The purpose of our Code of Conduct for Suppliers is to encourage responsible production principles worldwide. The intention is to ensure that our suppliers and their sub-contractors produce and supply performances to AABO-IDEAL Group in a manner that considers the environment and labour standards.

Acceptance of and compliance with this Code of Conduct for Suppliers is an integrated part of any business agreement made with companies within the AABO-IDEAL Group. The content must be regarded as minimum requirements, and AABO-IDEAL Group expects our suppliers to aim to comply with all areas mentioned.

COMPLIANCE

SCOPE OF COMPLIANCE

The content of this Code of Conduct for Suppliers applies equally to all suppliers and partners, including their sub-contractors and subsidiaries, who cooperates with AABO-IDEAL Group.

Violation of our Code of Conduct for Suppliers may result in termination of our cooperation.

*Hereafter the term “suppliers” includes any and all sub-contractors of our suppliers and partners.
AABO-IDEAL Group is hereafter mentioned as AABO-IDEAL.*

Best regards,
AABO-IDEAL Group



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SAFETY

SAFETY COMPLIANCE

The safety rules and regulations must be applicable to all our supplier's employees.

All work is to be conducted according to Danish law, the instructions and recommendations of the Danish Work Environment Authority and other authorities, applicable contracts between the labour market partners, and the rules established by AABO-IDEAL.

The highest safety standard always applies whether it is a local regulation, or the Danish Working Environment Act and our safety standards combined. Equipment and materials must comply with the corresponding requirements.

Every supplier is responsible for staying informed and to fully understand these provisions.

ENVIRONMENT

ENVIRONMENTAL MANAGEMENT

AABO-IDEAL complies with the rules and regulations regarding our environmental management system. We are committed to reduce and prevent the strain on our work environment as well as our surrounding environment. In our policy, it is clearly stated how we are responsible for complying with the environmental legislation, and to work on reducing our environmental impact.

We expect our suppliers to have a sustainability strategy enabling them to manage environmental risks across their organization, and to keep aiming at improving the environment in general.

SOCIAL

HEALTH, SAFETY, AND WELL-BEING

We expect our suppliers to provide a safe and secure work environment – physical, chemical, and psychological – where employees can work without being injured or becoming ill.

We also expect them to take all practicable steps to prevent incidents and injuries, including training of the employees to manage risk and work safely.

WORK ENVIRONMENT

All work must be conducted in a manner which does not pose a risk of injury to people or damage to the environment.

All personal safety equipment necessary for the assignments must be available. The suppliers are responsible for acquiring correct, functioning, and updated personal safety equipment for their employees.

At all the supplier's worksites and workplaces, the highest safety standard always applies whether it is a local regulation, or the Danish Working Environment Act and AABO-IDEAL safety standards combined.

OCCUPATIONAL INJURIES

All occupational injuries, accidents or near misses happening at our supplier's site must immediately be reported to the safety representative - or another person relevant to the situation – who will take care of occurring occupational injuries.

ZERO TOLERANCE

AABO-IDEAL expects our suppliers to treat all their employees with dignity, and it is important that they all have the opportunity to develop their potential.

We therefore do not tolerate discrimination, harassment or sexual harassment in any way or form.

EMPLOYMENT CONDITIONS

We expect our suppliers to respect their employees' right to a healthy work-life balance as well as decent and lawful working conditions, and to avoid systematic use of excessive hours of work.

We also expect them to pay a fair living wage corresponding to the type of work, working hours, qualifications and applicable local laws or collective agreements.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Our suppliers must respect their employees' right to organize, and acknowledge their right to collective bargaining, and create an open and constructive dialogue regarding work conditions.

RAISING CONCERNS SAFELY

It is important that our suppliers create a speak-up culture by encouraging all employees to report if they experience any concerns about breach of law, applicable regulations or standards, or Code of Conduct.

The law obliges all employers to set up a whistleblower scheme, and we expect our suppliers to have done so.

CHILD LABOUR AND FORCED LABOUR

AABO-IDEAL does not tolerate neither compulsory, forced or child labour in any direct or indirect operation or business dealing with suppliers.

Our suppliers must follow all rules and regulations regarding employment of young workers, i.e rules and regulations regarding the kind of work allowed, working hours and workload.

HUMAN RIGHTS

AABO-IDEAL is strongly committed to human rights, and we expect our suppliers to support and respect the protection of international human rights within their sphere of influence.

We also expect them to ensure that they do not contribute to violations of human rights.

GOVERNANCE

PRIVACY

Our suppliers must ensure compliance with rules regarding protection of personal data in an ethical and transparent manner.

We expect them to refrain from performance monitoring of employees, and only conduct monitoring in a restricted way as well as in accordance with legislation.

CORRUPTION, BRIBERY AND EXTORTION

We expect our suppliers to conduct business in a decent and ethical manner, and as responsible companies to actively strive for good business conduct.

AABO-IDEAL do therefore not tolerate engagement in any kind of corruption, bribery or extortion.

GOVERNMENT AND POLITICAL INTERACTION

We do not accept our suppliers to make contributions or give endorsements, directly or indirectly, to political parties, political committees or individual politicians.

As private citizens, everyone has the right to take part in political activities to be carried out in their private time.

COMPETITION

Competition is an essential element of business.

AABO-IDEAL believes in the importance of free competition, and we expect our suppliers to compete lawfully and fairly in every market and every country they are represented in.

Our suppliers must comply with all applicable national and international competition laws, and refrain from enter any unlawful arrangements which may influence a competitor's competitive behaviour.

INTELLECTUAL PROPERTY

Intellectual property is intangible assets such as patentable inventions, trademarks, copyrightable works, drawings, confidential information, know-how, and trade secrets.

These assets are valuable to AABO-IDEAL and shall not be in the public domain.

All suppliers must therefore be careful not to disclose anything within our intellectual properties to people outside their company without the appropriate safeguards.

All intellectual property and confidential information must be protected since it otherwise can restrict AABO-IDEAL's freedom to operate.

