

Code of Conduct for Business Partners (Clients, Contractors, Suppliers and other Partners)



A2SEA offers integrated installation and service solutions for the offshore wind industry. Since 2002, our fleet has installed more than 1,600 turbines and 400 foundations. Our business is based on the values: One Team, Open-minded, Flexible, Professional and Responsible. These are our core values that require us to be accountable and always show consideration for the environment, people and the need for efficient and sustainable energy markets. We consider this as fundamental to our present and future success as a company.

The purpose of our social, environmental, and ethical requirements is to outline in greater detail the standards we expect our Business Partners to adhere to. We view these requirements as an integral part of our business relationship with individual Business Partners. We believe that ethical, social and environmental standards will support competitive advantages to the benefit of us as well as our Business Partners.

General requirements

We expect our Business Partners to comply with national laws and regulations as well as the principles expressed in this code of conduct.

Business Partners working in A2SEA operated areas must additionally meet specific requirements in relation to health & safety, environment and quality (HSEQ).

We expect our Business Partners to ensure that its sub-suppliers are aware of and complying with the principles expressed in this code of conduct.

Human Rights including Labour Rights

Remuneration and employment conditions

We expect our Business Partners to comply with all wage and hour laws and regulations, including those pertaining to minimum wages, overtime wages, sick leave, piece rates and other elements of compensation.

Working hours

We expect that our Business Partners do not require employees to work more than the lesser of 60 hours per week including overtime, or the limits on regular and overtime hours allowed by local law.

Particular employees with unusual working conditions may be exempted from this general requirement when covered by specific national or international legislation, however over the course of 12 weeks any employee shall not on average be required to work more than 60 hours per week, including overtime.

Work and Rest Hours for Seafarers on Danish Merchant Ships

We expect our Business Partners to comply with international legislation and national collective agreements regarding work and rest hours for seafarers.

Freedom of association and the right to collective bargaining

We expect that our Business Partners do not prevent employees and other workers from associating freely with any lawful workers' association or collective bargaining association of their choice.

Discrimination

We expect that our Business Partners do not discriminate in hiring, compensation, access to training, promotion, termination or retirement based on personal characteristics.

Harassment and disciplinary measures

We expect that our Business Partners do not use or permit the use of corporal punishment or other forms of mental or physical coercion, disciplinary actions or engage in sexual harassment.

Child labour

We expect that our Business Partners ensure that no person shall be employed at an age younger than 15 (or 13 where the law of the country permits) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

Our Business Partners should protect young workers of legal working age, up to the age of 18, from any type of employment or work which, by its nature or circumstances in which it is carried out, is likely to jeopardize their health, safety or moral.

If a child is found working, our Business Partners must act in the best interest of the child, and any measures taken should aim at improving not worsening the child's situation.

Forced labour

Forced, bonded or indentured labour or involuntary prison labour is not to be used.

Health and safety

We expect our Business Partners to provide safe and healthy working conditions and take appropriate precautionary measures to protect employees from work related hazards and anticipated dangers in the workplace.

Our Business Partners shall comply with all applicable local laws and regulations to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities.

We expect our Business Partners to continuously improve working conditions and reduce workplace related risks and hazards by e.g. setting targets and conducting appropriate training.

Corruption and bribery

The definition of bribery is offering, promising, giving, receiving or soliciting anything of value in order to influence how someone carries out a public, commercial or legal duty.

We expect our Business Partners to avoid participation in or knowingly benefit from, any kind of corruption, extortion or bribery.

Consequently, our Business Partners may not offer, promise, authorise or give anything of value to any public official in any country, or to any business partner, in order to gain any improper business advantage of any kind. In addition, Business Partners may not solicit or accept any form of bribe from any person.

Anti-competition

We expect our Business Partners to comply with all applicable anti-trust laws. Unlawful or anti-competitive arrangements may as an example include:

- Entering into anti-competitive agreements with competitors, including price fixing, bid rigging, market allocation and agreements to restrict supply.
- Exchanging competitively sensitive information with competitors.
- Imposing restrictions on customers or suppliers.
- Abusing a position of market dominance.
- Entering into certain mergers and acquisitions.

Environment

We expect that our Business Partners meet all relevant local and national environmental regulations and strive to minimise damaging effects to the environment.