

Grene Wind Industry Supplies A/S Supplier Code of Conduct.

Grene Wind Industry Supplies A/S is highly focused on ethical, social, and environmental matters and aims to be a responsible and reliable partner. This Supplier Code of Conduct describes how we do business and how we expect Employees and Suppliers to do business.

In general

- All Suppliers are expected to comply with the fundamental rules of this Supplier Code of Conduct.
- Grene Wind Industry Supplies A/S' image and credibility are affected by our Suppliers. We expect integrity and responsibility, as well as loyalty to Grene Wind Industry Supplies A/S' interests.

Our Supplier Code of Conduct is based on the 10 Principles of the United Nations Global Impact covering human rights, labour, environment, and anti-corruption. And the Rules for Conflict Minerals – Section 1502. Grene Wind Industry Supplies A/S will comply with these principles.

[The Ten Principles | UN Global Compact / Dodd-Frank Wall Street Reform and Consumer Protection Act – Policies - IEA](#)

Suppliers

- Suppliers entering into cooperation with Grene Wind Industry Supplies A/S are expected to comply with our Supplier Code of Conduct throughout their entire organization. To ensure compliance we will randomly evaluate key-suppliers by Supplier Assessments and Audits.

Business Principles

- All Grene Wind Industry Supplies A/S Suppliers are covered by this Supplier Code of Conduct, and must comply with laws, regulations and guidelines applicable in countries in which they operate.
- Direct or indirect bribery or other forms for improper payment or extortion to promote business activities or affect agreements are strictly prohibited. Any violation of this Supplier Code of Conduct will immediately affect the relationship.
- Suppliers covered by this Supplier Code of Conduct are expected to show discretion and confidentiality when handling compromising information internally and externally. Equally no one is expected to take advantage of business opportunities, belonging to Grene Wind Industry Supplies A/S, to do business independently or on behalf of others.

Work Environment

- Suppliers covered by this Supplier Code of Conduct is obliged to help nurturing a healthy, inspiring work environment. In a place where personal and professional development is prioritized, employees remain motivated and can thrive.
- Safety is of paramount importance, and all Suppliers must commit to take responsibility for safety and to cooperate in making improvements preventing injuries.

Employees

- Discrimination and assault based on gender, nationality, race, religion, disability, age, or sexuality in connection with recruitment, education, promotion and redundancy or business activities is unacceptable.

Human Rights

- International recognized conventions on human rights and conflict materials must be considered and respected.
- Applicable national laws and industry standards related to forced labour, child labour, working hours must be complied with. Suppliers working with Grene Wind Industry Supplies A/S are obliged to secure compliment within their own organisation, and supply chain.
- Employees have the right to join labour unions of their own choice. All wages and salaries must comply with applicable national laws and industry standards.

Climate and Environment

- We encourage Suppliers to limit impacts to the environment and constantly improve energy efficiency. Suppliers covered by this Supplier Code of Conduct must meet applicable national environmental requirements and avoid production methods considered as damaging the environment.

Responsibility for Implementation

- Grene Wind Industry Supplies A/S' Management approves the above strategic responsibility initiatives and commits to further develop these initiatives. To support this implementation, all relevant policies and documents are available.

On behalf of Grene Wind Industry Supplies A/S

Date: ___ / ___ - 20___

Mikael Rauff, Procurement Manager, Grene Wind Industry Supplies A/S

Declaration of Supplier

As Supplier to Grene Wind Industry Supplies A/S:

- we accept to comply with the principles and requirements of the Grene Wind Industry Supplies A/S Supplier Code of Conduct.
- we confirm by signing this Grene Wind Industry Supplies A/S Supplier Code of Conduct, we accept completion of the necessary compliance checks and audits if needed.
- we confirm by signing this Grene Wind Industry Supplies A/S Supplier Code of Conduct, it will be a contractual relationship between Grene Wind Industry Supplies A/S and our company

Date: ___ / ___ - 20___

Name in capital letters: _____