

RØNNE HAVN A/S CODE OF CONDUCT

STANDARD FOR THE NATIONAL AND GLOBAL ACTIVITIES OF THE COMPANY



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Rønne Havn A/S has developed a code of conduct that employees and collaborators are required to follow.

Our code of conduct ensures that our business is ethically responsible.

This code of conduct supports the values of our company and is supplemented by the company's objectives, rules and guidelines. The code of conduct is a part of the terms of employment at Rønne Havn A/S.

Our code of conduct lists some important basic principles that apply to all our activities and employees. These principles include:

- Personal behavior
- Corruption and bribery
- Compliance with applicable competition laws
- Relationship to business relations
- Workplace Standards
- Responsibility of the company

Personal responsibility of employees

Employees must comply with the law.

Rønne Havn A/S expects employees to live up to the company values: honesty, respect, integrity, quality, ethics, responsibility and consideration.



In cases where neither the law nor the rules governs the personal conduct, all employees are expected to exercise some good judgment, common sense or due diligence.

In case of doubt, employees must discuss the matter immediately with the nearest manager or other responsible employee.

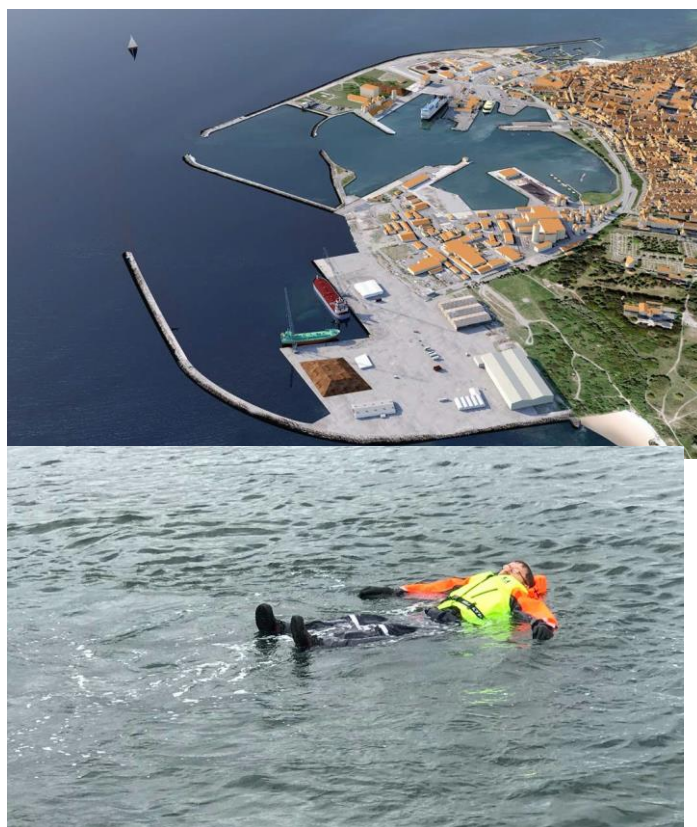
Colleagues, customers and other business partners must be treated with respect and justice.

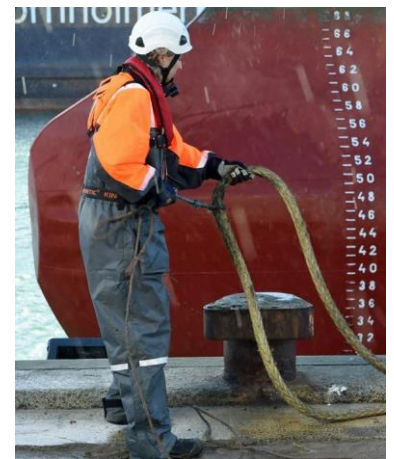
Discrimination or harassment, based on sexual orientation-, political beliefs-, religion or culture, is not accepted at Rønne Havn A/S.

Employees at Rønne Havn A/S must not be under the influence of alcohol or drugs during working hours. However, in the case of on-call service driving is acceptable within the law.

Corruption or bribery

Rønne Havn A/S is against any kind of corruption or bribery, and is committed to combating its practice. The company competes for business on fair terms and solely on the basis of the positive features of our services. Personal compensation, return commission or bribery between Rønne Havn A/S and customers, suppliers or officials are strictly prohibited. It is not permitted to receive gifts or other free benefits from business partners - unless it is customary in the environment concerned, of limited value, within legal provisions or for a commercial purpose.





Compliance with applicable competition laws

It is an important part of our business practices at Rønne Havn A/S to comply with national and international laws of competition.

Relationship with business relations

Rønne Havn A/S ensures that our suppliers, customers or business partners are familiar with our code of conduct.

Rønne Havn A/S ensures that our services fully comply with agreed standards for quality, health, safety and environment at the customer.

The confidential information of our customers is respected and the relevant data is protected.

Any customer complaints are handled efficient and considered as a valuable contribution to constantly ensuring a high level of service.

Standards of the workplace

Rønne Havn A/S ensures proper working conditions for its employees, including appropriate health and safety standards.

Rønne Havn A/S teaches the entire organization in health and safety conditions.

Rønne Havn A/S collects statistics about accidents and near-accidents and works proactively and preventively in order to minimize and avoid accidents, near-accidents or illnesses amongst employees.

In connection to the employment, Rønne Havn A/S does not tolerate any kind of discrimination against employees. All employees are entitled to a fair and equal treatment.

Rønne Havn A/S respects the freedom of association and the right to negotiate collectively. All employees have the right to join or form unions.

Rønne Havn A/S does not use forced labor.

In accordance with international conventions, Rønne Havn A/S does not employ minors.

Rønne Havn A/S offers appropriate pay, which at least follows local agreements and regulations.

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Rønne Havn A/S supports the introduction and maintenance of minimum wages.

Employees are offered educational opportunities that are relevant to the work they perform.

Rønne Havn A/S respects the confidential and personal information that are given by the employees and protect their relevant data.

Company responsibility

Rønne Havn A/S follows and complies with the ten basic rules of the United Nations Global Compact.

Rønne Havn A/S respects, supports and promotes human rights as stated in the United Nations Declaration of Human Rights and the International Labor Organization Conventions.

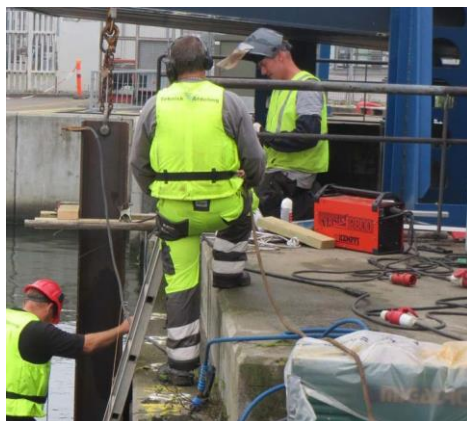
Rønne Havn A/S works in accordance with the principles of good corporate governance.

Rønne Havn A/S is committed to continuously reducing any harmful impact on the environment.

The employees of Rønne Havn A/S are expected to behave in a company-oriented manner in all communities in which Rønne Havn A/S operates.

The social, environmental and ethical obligations of Rønne Havn A/S must be reflected in all the dealings with customers, employees, suppliers and other stakeholders.

*** If you find any violation against the code of conduct of Rønne Havn A/S or other inappropriate behavior, please inform your supervisor or manager. Alternatively the CSR-responsible at Rønne Havn A/S: Thomas Bendtsen, CEO.**



Port of Roenne A/S • Sydhavnsvej 12 • DK-3700 Rønne • Tlf: + 45 24 79 47 29 • Fax: + 45 56 95 06 31

