

CODE OF CONDUCT

ETICAL INSTRUCTIONS TO ALL WORKING AT THE PORT OF ROENNE



We have developed a Code of Conduct for Rønne Havn A/S which we expect the employees, customers and business partners - including suppliers - to adhere to. This Code of Conduct aims to ensure that ethically responsible work is performed in areas belonging to Rønne Havn A/S, while at the same time supporting the values, objectives, rules and guidelines of Rønne Havn A/S.

The Code of Conduct is part of the terms and conditions for obtaining employment and/or cooperation agreements with Rønne Havn A/S.

A few essential principles are apparent in the Code of Conduct of Rønne Havn A/S, and these principles apply to all activities taking place within the areas of Rønne Havn A/S. These principles include the following:

- Employees' personal behaviour
- Bribery and corruption
- Compliance with current competition legislation
- Relationships with business contacts
- Workplace standards
- The company' responsibility and liability

Rønne Havn A/S has established an internal whistleblower scheme to support these principles.

Employees' personal behaviour

Legislation, instructions and guidelines are to be complied.

Rønne Havn A/S expects anyone working within the areas of Rønne Havn A/S to pursue the following values: Professionalism, Reliability, Commitment and Cooperation. In cases where personal conduct is not governed by legislation or regulations, employees must exercise common sense and due diligence.

When in doubt, contact your line manager at Rønne Havn A/S without delay.

Every individual within the areas of Rønne Havn A/S must be treated fairly and respectfully. At Rønne Havn A/S, we have an impressive history of profound foresight, and we wish to be distinguished by our diversified and inclusive view of humanity.

Discriminatory behaviour, including harassment of every kind, is not tolerated by Rønne Havn A/S and will be dealt with whenever it is detected.

Employees of Rønne Havn A/S are not allowed to be under the influence of alcohol or narcotics during working hours, and Rønne Havn A/S strongly urges that our customers, business partners and suppliers adhere to the same procedure out of consideration for everyone's safety.



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Corruption and bribery

Rønne Havn A/S opposes all types of bribery and corruption, and the company competes for commercial business on fair and equitable terms and conditions and based on the positive attributes of the provided services. Therefore, personal remuneration, including personal gifts or free services, kickbacks or bribery between Rønne Havn A/S and customers, suppliers or civil servants is strictly forbidden, which the company expects all parties to respect.

Compliance with competition legislation

Compliance with all competition legislation and regulations in force in Denmark and abroad is a crucial component of the corporate practice of Rønne Havn A/S, and we expect our customers, business partners and suppliers to respect this.

Relationships with business contacts

It is important to Rønne Havn A/S that the company' internal and external partners are familiar with this Code of Conduct and are aware of Rønne Havn A/S' efforts to ensure a high standard of service as well as unwavering focus on quality, safety, health and the environment in all work that is carried out within the areas of Rønne Havn A/S.

The customer's confidential information must be respected, and relevant data must be protected pursuant to guidelines that are applicable in this area.

All customer complaints are efficiently processed and are considered as a valuable contribution to our efforts to always ensure a high level of service.

Forced labour, including child labour, is not permitted within the areas of Rønne Havn A/S and will be denounced if it is detected.

Workplace standards

Rønne Havn A/S is continually focused on ensuring proper working conditions for employees carrying out work within the areas of

Rønne Havn A/S. This is done pursuant to current legislation, guidelines, and ISO 45001:2018.

As part of this effort, employees of Rønne Havn A/S are regularly trained in health and safety matters, including IT security, and external training services are provided regarding harbour security and safety.

Rønne Havn A/S keeps statistics and monitors damage, accidents and near-miss incidents, and the Port works proactively to prevent personal accidents within the areas of Rønne Havn A/S.

Rønne Havn A/S respects freedom of association and the right to collective bargaining, and all employees have the right to join or form a trade union.





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Rønne Havn A/S does not expect its customers, business partners or suppliers to have made the same choices, but the company expects instructions and requests issued by Rønne Havn A/S concerning these matters to be respected by customers, business partners and suppliers of Rønne Havn A/S wherever possible.

Environmental factors and conditions are important areas of focus for Rønne Havn A/S, including the scope for establishing reduction-based initiatives and the safeguarding of local environmental conditions.

Rønne Havn A/S is focused on ensuring that the company and all its stakeholders base their work on principles of good corporate governance, and that all corporate representatives adhere to ethical principles in the conduct of their work and comply with the regulations that have been laid down within the individual areas.

Finally, Rønne Havn A/S wants the company' social, environmental and ethical initiatives to be reflected by employees, customers, business partners, suppliers and other stakeholders, so that overall conduct within the areas of Rønne Havn A/S conforms to the principles described above.

Company responsibility and liability

As an integral part of the company operations, Rønne Havn A/S has incorporated the UN Sustainable Development Goals and the "10 CSR Principles" into its work, and, in this context, Rønne Havn A/S has selected four specific SDGs to focus on:

SDGs 7, 8, 9 and 12

This means, among other things, that Rønne Havn A/S is focused on ensuring the customers, suppliers and business partners assist in securing the creation of decent jobs, including by not employing minors and by paying suitable wages that are in conformity with current legislation in the area concerned.

As part of its efforts to implement the UN Sustainable Development Goals, Rønne Havn A/S has chosen to accede to the UN Global Compact in the "signatory" category, thereby respecting, supporting and working to promote global corporate responsibility.

Rønne Havn A/S

August 26th 2024

