



# ORSKOV YARD A/S - CODE OF CONDUCT

Orskov Yard A/S' Code of Conduct sets out the minimum requirements for responsible behaviour and good business practice that must be followed by employees and business partners.

The Orskov Yard A/S Code of Conduct helps to ensure that Orskov Yard A/S complies with applicable laws and regulations and safeguards against Orskov Yard A/S being directly or indirectly involved in illegal or unethical conduct that could harm Orskov Yard A/S' business or reputation.

## Corporate social responsibility

At Orskov Yard A/S, corporate social responsibility is an integrated and essential part of our overall business strategy as well as our daily operations. We recognise the responsibility we have towards our employees, customers, suppliers, the local community, and the surrounding environment. We are committed to creating long-term and sustainable value, and we strive to meet the expectations that our customers, business partners, and other stakeholders have regarding our conduct and business practices as a modern and responsible shipyard.

Orskov Yard A/S has internal guidelines, objectives, and strategies through which targeted efforts are made within selected focus areas of corporate social responsibility.

Orskov Yard A/S acknowledges a significant corporate social responsibility, which is documented in policies included in the management manual, and communicated on the company website.

Orskov Yard A/S has established a whistleblower scheme that encourages the reporting of behaviour which does not comply with good business practice. The whistleblower scheme can also be found on the company website.

[www.orskov.dk](http://www.orskov.dk)

### Employees and business partners working at Orskov Yard A/S are expected to:

- Review and comply with this Code of Conduct, manuals, and applicable policies.
- Act as role models and support colleagues in following the guidelines.
- Identify and manage risks in their work and prevent undesirable behaviour and incidents.
- Comply with applicable guidelines, procedures, and relevant legal requirements.
- Promote a culture where ethical concerns can be shared openly and at an early stage.
- Report breaches of the Code of Conduct and company policies.
- Act proactively to stop unacceptable behaviour and unsafe work practices.
- Contribute ideas and report suggestions for improvements.



## **Policies and expected behaviour**

### **Occupational health and safety**

#### **Policy**

Orskov Yard A/S is committed to ensuring a healthy and safe working environment, where we work together to deliver the best possible results for our customers. We aim to work determinedly toward the continuous improvement of our working environment in close cooperation with our safety organization. We strive to make the company's social values visible and are committed to preventing injuries and work-related illnesses.

#### **Expected behaviour**

Orskov Yard A/S expects its employees and business partners to familiarise themselves with and comply with all safety measures in accordance with legislation from the authorities, as well as agreed safety requirements and rules, so that no one is placed in unnecessary danger.

Orskov Yard A/S expects its employees and business partners to exercise their right to stop and report dangerous work and unsafe behaviour.

Work at a shipyard involves complex and varied tasks; therefore, Orskov Yard A/S expects employees and business partners performing work at the shipyard to identify and assess potential hazards before starting the specific task.

Orskov Yard A/S expects its employees and business partners to maintain order and tidiness on an ongoing basis and ensure that all work tasks are completed with a proper clean-up.

### **Environment and climate**

#### **Policy**

Orskov Yard A/S acknowledges its environmental and climate responsibilities and is continuously working to identify, minimise, and prevent impacts on the environment and climate. Our objective is to comply with applicable requirements and legislation related to environmental and climate protection, and to continuously set new environmental and climate goals in line with technological and economic developments.

#### **Expected behaviour**

Orskov Yard A/S expects employees and business partners to contribute to promoting environmental responsibility and improving the shipyard's environmental performance through effective waste sorting and the appropriate use of energy, consumables, and raw materials.

Orskov Yard A/S expects employees and business partners to show consideration for the surrounding environment, neighbouring businesses, and the local community.

Orskov Yard A/S expects employees and business partners to minimise the use of chemicals and continuously seek opportunities to optimise the safe use of chemicals.



## Quality assurance

### Policy

Orskov Yard A/S is committed to consistently delivering high-quality results on time. We aim to maintain a flat organizational structure that enables swift and qualified decision-making. We will maintain close and structured collaboration with selected regular suppliers and ensure maximum flexibility by supplementing with a range of other suppliers. We will continuously develop the competencies of our employees to ensure increased flexibility, on-time delivery, and quality.

### Expected behaviour

Orskov Yard A/S expects its employees and business partners to deliver quality work in accordance with Orskov Yard A/S and customer standards and expectations.

Orskov Yard A/S expects its employees and business partners to maintain continuous and targeted dialogue to optimise collaboration both before and during projects.

Orskov Yard A/S expects its employees and business partners to provide ongoing follow-up on current projects and ensure that all projects are concluded with a review of lessons learned to improve future processes and projects

## Social and employee matters

### Policy

Orskov Yard A/S is committed to fostering an inclusive and safe working environment, with respect for equality and labour rights. We do not accept discrimination based on gender, age, sexual orientation, disability, ethnic origin, or political beliefs. We prioritise dialogue, health, and safety through continuous improvements. We collaborate with national and local stakeholders and support initiatives that promote social development and well-being.

### Expected behaviour

Orskov Yard A/S expects its employees and business partners not to accept discrimination and to ensure that diversity is part of the workplace culture so that everyone is treated equally.

Orskov Yard A/S expects its employees and business partners to maintain zero tolerance towards all forms of bullying and harassment, and to report all incidents.



## Human rights

### Policy

Orskov Yard A/S is committed to actively preventing negative impacts on human rights and labour rights throughout the company and our value chain and bases our efforts on national and international guidelines. We support freedom of association and collective bargaining and have implemented measures to protect personal data from misuse, leaks, or destruction. We condemn all forms of slavery, forced labour, and child labour. We require our subcontractors and business partners to meet the same standards, and we will work to ensure transparency throughout the entire value chain.

### Expected behaviour

Orskov Yard A/S expects its employees and business partners to support and respect freedom of association and collective bargaining.

Orskov Yard A/S expects its employees and business partners to support and respect measures that protect personal data against misuse, leaks, or destruction.

Orskov Yard A/S expects its employees and business partners to condemn all forms of slavery, forced labour, and child labour.

Orskov Yard A/S expects its employees and business partners to regard diversity as a fundamental right and good ethics, and not to accept discrimination based on gender, age, sexual orientation, disability, ethnic origin, or political beliefs.

## Anti-corruption and bribery

### Policy

Orskov Yard A/S wishes to conduct business in fair competition and in accordance with applicable principles, rules, and regulations that prevent and prohibit all forms of corruption and bribery. We do not offer, promise, give, receive, or accept any form of bribery that could result in an unfair advantage with the intention of influencing decisions or relationships. We require the same conduct from our business partners, and we actively work to ensure integrity and accountability throughout the entire value chain.

### Expected behaviour

Orskov Yard A/S expects its employees and business partners to support and respect Orskov Yard A/S' policy on the acceptance of gifts, representation, and hospitality.



## **Gifts, representation and hospitality**

Orskov Yard A/S allows modest gifts, representation, and hospitality when it is done occasionally and without an expectation of reciprocation.

Employees may not give, receive, or request gifts, entertainment, or hospitality that could influence business decisions or create a disproportionate obligation.

Any form of offering to influence decisions is considered bribery and is prohibited.

## **Social media and communication**

Orskov Yard A/S uses social media responsibly and ensures respectful and reliable communication through these channels.

Orskov Yard A/S strives for open and constructive dialogue with all the company's employees and business partners.

Orskov Yard A/S expects all stakeholders, including business partners, to refrain from making statements on behalf of or about Orskov Yard A/S unless this has been approved by Orskov Yard A/S.