

POLICY

Supplier Code of Conduct

Technica Group A/S and all Technica Group companies



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Technica Group delivers critical infrastructure with control: interfaces managed, risks owned and decisions documented. We expect the same of everyone who works with us. This Code sets out the minimum standards we require from our suppliers, consultants and subcontractors in every Technica Group company.

1 Purpose and scope

This Supplier Code of Conduct (the “Code”) is issued by Technica Group A/S (CVR 46545249, Teglvænget 9H, 7400 Herning, Denmark) and applies to all companies in Technica Group, including Technica ApS, Technica Engineering & Construction IE Ltd and Technica Engineering & Construction Ltd, and any other company that Technica Group A/S controls (together and each “Technica”). The Code applies to every company and individual that supplies goods or services to any of them, including consultants and subcontractors (each a “Supplier”), and to their employees and subcontractors working for Technica.

- The Code forms part of every contract between a Technica Group company and a Supplier. Where a contract, applicable law or a client requirement sets a stricter standard, the stricter standard applies.
- Suppliers pass the Code, or equivalent standards, on to their own subcontractors and suppliers working for Technica, and are responsible for their compliance.
- When working for a Technica client, Suppliers also follow the client’s own code of conduct and site rules as provided by Technica.

2 Business integrity

Suppliers act honestly and lawfully in all business dealings. In particular, Suppliers:

- never offer, promise, give, request or accept bribes, kickbacks or facilitation payments, directly or through others;
- keep gifts and hospitality modest, infrequent and transparent, never offer or accept them during a tender, negotiation or approval, and report any offer that could be seen as improper to their Technica contact;
- avoid conflicts of interest and tell Technica in writing straight away about any personal, financial or commercial interest that could affect their work for us or our clients;
- comply with competition law and never discuss prices, bids, margins or market sharing with competitors;
- comply with sanctions, export control and anti-money laundering laws, and never take part in transactions with sanctioned parties or countries;
- keep accurate records, and invoice only for work actually performed, with correct timesheets and genuine receipts.

3 Human rights and working conditions

Suppliers respect human rights in line with the UN Guiding Principles on Business and Human Rights and the ILO core conventions. In particular, Suppliers:

- use no forced, bonded or trafficked labour, charge workers no recruitment fees, and never hold workers’ identity documents;
- use no child labour, and do not allow workers under 18 to perform hazardous work;

- pay at least the statutory minimum wage and any applicable collective agreement, on time and in full, and meet all tax, social security, pension and holiday pay obligations;
- follow the working-time and rest-period rules of the country where the work is performed;
- employ only people with the right to work, and hold the required registrations, A1 certificates and permits for cross-border work;
- treat everyone with dignity, and do not tolerate discrimination, harassment, bullying or retaliation;
- respect workers' freedom of association and right to collective bargaining;
- provide safe, clean and decent accommodation where they arrange accommodation for workers.

4 Health and safety

Nothing we do is so urgent that it cannot be done safely. Suppliers:

- comply with health and safety law, Technica's requirements and the client's site rules, and complete site inductions before starting work;
- make sure their people are qualified, trained, medically fit and equipped with the personal protective equipment their tasks require;
- assess risks before work starts and keep the assessment up to date;
- give everyone the authority to stop unsafe work, and support them when they do;
- allow no alcohol, drugs or other intoxicants at work, and no one at work under their influence;
- report every accident, near miss, dangerous occurrence and environmental incident to Technica immediately, and within 24 hours at the latest, and take part in investigations.

5 Environment

Suppliers:

- comply with environmental law and permits, and handle, store and dispose of hazardous materials and waste correctly;
- reduce energy use, emissions, waste and disturbance to neighbours and nature where practicable;
- report spills and environmental incidents to Technica immediately;
- provide, on request, the environmental and sustainability data that Technica or its clients need for their own reporting.

6 Information, data and assets

Suppliers:

- keep all non-public information about Technica, our clients and projects confidential, and use it only for the work they are engaged to do;
- process personal data in accordance with the GDPR and other applicable law;
- follow Technica's and our clients' IT-security rules, use Technica and client systems only for the assignment, and report security incidents or data breaches immediately, and within 24 hours at the latest;

- do not post about Technica, our clients or projects, or publish site photos, without Technica's written consent;
- take care of Technica and client property and return it when the work ends.

7 Speaking up

Anyone who suspects a breach of this Code, of the law or of safety rules should raise it with their Technica contact, with Technica's management, or by e-mail to [\[compliance@technica.dk\]](mailto:compliance@technica.dk). Reports can be made in confidence. Technica does not accept retaliation against anyone who raises a concern in good faith, and Suppliers must not accept it either.

8 Monitoring and consequences

Technica may ask Suppliers to complete compliance questionnaires, provide documentation, or accept audits by Technica or our clients with reasonable notice. Suppliers cooperate fully and give truthful information.

If a Supplier breaches this Code, we will expect a prompt corrective action plan. Serious or repeated breaches may lead to removal of personnel from site, suspension of work or termination of the contract, in addition to other remedies under the contract and the law.

Technica Group A/S owns this Code, reviews it at least every two years and notifies Suppliers of updates.

SUPPLIER ACKNOWLEDGEMENT

We have received and read the Technica Group Supplier Code of Conduct and will comply with it, and pass it on to our subcontractors and suppliers working for Technica.

For: _____

Date: _____

Name:

Title: