

# Supplier Code of Conduct

## Purpose

The Export and Investment Fund of Denmark (hereinafter "EIFO") is determined to support sustainable social development. This applies in relation to people, the environment and the society to which EIFO belongs. EIFO has therefore established and implemented policies governing climate, environmental, social and managerial conditions.

EIFO expects and recommends that all suppliers – and their sub-suppliers – as well as other business partners (hereinafter "Suppliers") exercise social responsibility, including responsible behaviour in relation to environmental conditions, human rights, social responsibility, and good business ethics in accordance with EIFO's policies.

This Supplier Code of Conduct should apply to the Supplier's entire value chain. The Supplier should therefore ensure that the Supplier's sub-suppliers and any partners meet the same standards as a minimum. EIFO reserves the right to continuously make changes to this Supplier Code of Conduct.

The Supplier should always comply with the latest version of the Supplier Code of Conduct, which is available at [[eifo.dk/om-eifo/politikker](http://eifo.dk/om-eifo/politikker)]. EIFO reserves the right to engage in dialogue with the Supplier about how it works with this Supplier Code of Conduct.

## Standards

### **Responsible business operations**

The Supplier is encouraged to implement a due diligence management system and process that ensures that the company's potential ESG-related negative impacts are identified and managed in accordance with the UN Guiding Principles on Business and Human Rights (UNGP, 2011) as well as the OECD Due Diligence Guidance for Responsible Business Conduct (OECD, 2018).

### **Human rights**

The Supplier is expected to respect human rights, understood as the International Bill of Human Rights, and to comply with the UN Guiding Principles on Business and Human Rights (UNGP, 2011). The Supplier should ensure that internationally applicable guidelines are complied with and that the Supplier's value chain similarly complies with and respects human rights.

The Supplier should analyse potential and actual impacts on human rights and implement measures that prevent or mitigate negative impacts on human rights. Special consideration should be given to the protection of indigenous peoples and vulnerable groups such as children, elderly people, disabled people, migrants, refugees, minorities, and so on.

The Supplier should allow affected parties to approach the Supplier via a complaint mechanism and provide access to redress if the Supplier has inadvertently caused or contributed to actual negative impacts on human rights. If the Supplier identifies that it is linked to actual negative impacts, the Supplier should use

its influence to compel the perpetrator or contributing party to address its negative impacts and prevent recurrence.

### **Labour rights**

The Supplier should uphold the right to organise and recognise workers' right to collective bargaining as expressed in ILO conventions 87, 98 and 135. The Supplier should work for and support the eradication of all forms of forced labour, including by complying with ILO conventions 29 and 105. The Supplier also undertakes to support the abolition of child labour, including compliance with ILO conventions 138 and 182.

The Supplier should ensure that there is no discrimination in working and employment conditions, as expressed in ILO convention 111, within the Supplier's sphere of influence, particularly within the Supplier's business. As a starting point, the Supplier should ensure that there is no discrimination on the basis of matters such as disability, race, skin colour, age, gender, religion, sexual orientation, political opinion, association membership, national, social, or ethnic origin. The Supplier should also ensure respect for the right to equal pay as expressed in ILO convention 100.

### **Environment**

EIFO expects the Supplier to focus on environmental aspects and seek to minimise any negative environmental impacts of its activities. The Supplier should support a precautionary approach to potential environmental challenges and actively initiate measures to promote environmental responsibility. In addition, the Supplier should focus on the use of environmentally friendly technologies in its business and encourage the development and dissemination thereof. The Supplier should work actively to reduce its impact on nature and the climate, including in its value chain.

### **Tax behaviour and planning**

EIFO does not tolerate tax evasion and distances itself from aggressive tax planning, which is not in line with EIFO's understanding of social responsibility.

EIFO expects the Supplier to demonstrate responsible tax behaviour and comply with applicable legislation and national and international principles for responsible payment of taxes.

### **Anti-corruption**

EIFO expects the Supplier to counter bribery, extortion, and other forms of corruption in the transactions or contractual relationships in which EIFO participates.

Corruption is defined in the UN Convention against Corruption (UNCAC 2005). EIFO expects the Supplier not to employ or contribute to corruption, whether directly or indirectly, in any circumstance.

Bribery and extortion are defined in the OECD Guidelines for Multinational Enterprises. EIFO expects the Supplier not to employ or contribute to bribery and/or extortion, whether directly or indirectly – in any circumstance.

In addition to the above, the Supplier should ensure that units/operators in the Supplier's value chain also neither employ or contribute to corruption and bribery, nor employ or contribute to extortion.



The Supplier is also encouraged to work to ensure a high degree of transparency.

EIFO reserves the right to impose stricter requirements on the Supplier in other contract materials, agreements, declarations, and so on in the above areas.