



Code of Conduct

Guide for suppliers and
partners

Langø Service AS

Background

Langø Service AS expect all our suppliers, customers and all other that we cooperate with to respect, and work in favor of basic human rights. This pamphlet is an overview of our code of conduct. This code of conduct can be changed if we discover something that should be included, or if our work discovers changes that need to be made.

We therefor ask that you make yourself known with the content in this text. We expect that companies we are in business with have similar thoughts and contribute to take care of human rights.

Introduction

This document describes Langø Service's approaches and requirements for matters of an ethical nature. The document applies to employees, board members, hired personnel, consultants, intermediaries, and others acting on behalf of or in cooperation with Langø Service.

Langø Service shall in all its activities comply with society's laws and regulations, and act in an ethical, sustainable, and socially responsible manner. Since our suppliers are an important part of our operations, we expect them to respect and stand behind our ethical guidelines.

The guidelines are based on Langø Service's values, the OECD Guidelines for International Companies, and the Transparency Act.

Business Practices and Ethics

Our ability to create value depends on high ethical standards and quality as the basis for a trusting and binding relationship with society, owners, employees, partners, customers, and suppliers. Langø Service shall have an

open dialogue on ethical issues internally and externally.

Fair competition

¹Langø Service shall compete in a fair and ethically justifiable manner within the framework of the competition rules in the markets in which we operate. This applies to competitors as well as customers and suppliers.



Correct information, accounting, and reporting

Langø Service's business information shall be communicated both internally and externally accurately and completely. All accounting information shall be correct, registered and reproduced in accordance with laws and regulations, including relevant accounting standards. Langø Service shall provide complete, correct, and accurate reports in its reports to supervisory authorities and others. The

¹ Picture taken from <https://online.sbu.edu/news/importance-of-business-ethics>

individual shall ensure that information, accounting, and reporting are accurate and complete.

Relationship with suppliers, partners, and customers

Langø Service shall conduct its business in such a way that partners, suppliers, and customers can have confidence in the company. We expect our suppliers and partners to share our ethical values. Our suppliers shall have guidelines for ethics in their own operations, which are in accordance with Langø Service's ethical values.

Bribery

Individuals shall not directly or indirectly receive gifts or other benefits unless they are of insignificant value. This also includes offers of or particularly favorable conditions related to travel and accommodation. Gifts in the form of cash are always prohibited. Costs incurred with travel and accommodation when participating in customer events must be paid by Langø Service. Visa versa, Langø Service shall not offer any of our business partners payments, gifts or other benefits

that may affect business decisions or opinions.

Human rights and employment

We will treat our employees and employees fairly and with respect, and work to ensure that human rights are safeguarded throughout the value chain. Through due diligence, we will prevent the risk of violations, as well as deal with human rights violations that are detected in our own operations and in our supply chain.

Child labor and forced labor

²We strongly reject child labor and forced labor and will work actively to ensure that this does not occur in our supply chain.

Children shall be protected from economic exploitation and work that may be harmful to the child's physical and mental health. The child's right to education must



² Picture taken from <https://truthout.org/articles/child-labor-is-on-the-rise-as-republicans-see-an-answer-to-labor-shortages/>

be safeguarded. Langø Service's partners are expected to comply with this and work to ensure that children's rights are protected.

Working conditions

All employees must have written and legally binding employment contracts. Employers must not rely on a methodical use of part-time, apprenticeships or short employment contracts to pay lower wages and provide fewer benefits.

Working hours and wages shall be in accordance with national legislation. Fundamental human rights shall be safeguarded and facilitated, in accordance with applicable legislation.

Extraction of minerals

The extraction of some minerals used in the production of goods carries a higher risk of human rights violations than others. These include conflict materials (minerals extracted in conflict areas) and minerals on DFØ's high-risk list. Products containing such minerals shall be examined with the supplier to detect and stop violations or risk of violations on human rights. Langø Service expects our suppliers to assist with information and measures in this work.

Equality and diversity

Langø Service will show respect for the individual and work actively for a good working environment characterized by equality and diversity. One should have the same rights and opportunities at work, regardless of ethnicity, gender, religion, belief, sexual orientation, gender identification, disability, and age.

Discrimination and harassment

All forms of discrimination and harassment are unacceptable in Langø Service and for our partners. If incidents of this nature are exposed, or witnessed, this must be reported, and dealt with by management immediately.

Health, safety, and environment

Langø Service AS will work for a safe and healthy working environment. We will strive to ensure that there is no harm to people and the environment. Risks identified that could lead to accidents and injuries should be reported and dealt with immediately.

We will be respectful and contribute to a better working environment. We will cooperate well both within the company, with other companies we meet in everyday work, our suppliers, and our customers.

We comply with the national laws and regulations that apply where we work. We use risk assessments and safe job analysis (SJA) at the customer's premises before installations, to avoid injuries to people and materials.

Otherwise, action shall be taken in all cases where a risk of harm to people or the environment is discovered. This applies to the entire company workspace (Supply Chain, Office/Administration, Service, Assembly)

Environmental protection

³Langø Service is a leading actor in our industry and an important initiator for our customers to choose solutions that reduce the environmental impact during construction, installation and operation of workshops and depots.

We will emphasize the use of environmentally friendly materials with a long service life, and to the extent possible, influence our suppliers to choose environmentally friendly alternatives.

We will continuously work to find more environmentally friendly alternatives in our operations.



³ Picture taken from <https://www.pik-vrbovec.com/environmental-protection-health-and-safety/>