

## Code of Ethics for Suppliers

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HMN Naturgas is an independent gas distribution company that is co-owned by 57 municipalities. Our supply area covers the metropolitan area of Copenhagen, North and Central Jutland and a total of around 250,000 gas consumers. The company's main activities involve distributing gas to consumers, maintaining, operating and constructing the gas network and establishing a gas transmission system for upgraded biogas.

HMN Naturgas supports the UN's Global Compact, which aims to promote corporate social responsibility and respect for basic human rights, including the UN's Universal Declaration of Human Rights and the European Convention of Human Rights, while also observing the International Labour Organisation's conventions and the United Nation's Convention on the Rights of the Child regarding basic principles and rights at work.

HMN Naturgas thereby undertakes to follow the Global Compact's basic principles within the areas of human rights, labour rights, the environment and anti-corruption. We also expect our suppliers to comply with these basic principles, regardless of whether or not they have signed the abovementioned. And we expect our suppliers to ensure that their sub-suppliers also comply with the principles.

Naturally, our suppliers and their sub-suppliers are also expected to comply with the laws and rules in the countries where they conduct their activities.

### 1. Human rights

Suppliers are responsible for respecting and promoting human rights both in their own companies and in the supply chain.

The supplier must safeguard against directly or indirectly contributing to violations of human rights. This also involves the supplier not exploiting violations committed by others or neglecting to ask questions about violations of human rights.

HMN Naturgas also expects its suppliers to focus on occupational safety and health, and the working environment (ILO Convention no. 155).

### 2. Labour rights

#### 2.1. Freedom of association and the right to collective agreements (ILO Convention nos. 87, 98 and 135)

HMN Naturgas expects the company's suppliers to acknowledge and respect its workers' rights to freedom of association, organisation and conducting collective negotiations in accordance with the laws in the countries where they are employed.

#### 2.2. Forced labour and human trafficking for labour exploitation (ILO Convention nos. 29 and 105)

HMN Naturgas expects its suppliers to avoid all forms of forced labour. All labour must be voluntary, and workers must have the right to resign with reasonable notice.

The suppliers must as a minimum comply with all laws and regulations concerning pay and working hours, including those regarding minimum wages, overtime pay, piece-work rates and other forms of remuneration, and make statutory social security payments.

#### 2.3. Child labour (ILO Convention nos. 138 and 182)

HMN Naturgas expects its suppliers to oppose any form of child labour in accordance with the international provisions on children's rights and minimum age limits.

We also expect our suppliers to protect all young workers against any form of labour estimated to be dangerous or disruptive to the children's education.

#### 2.4. Discrimination (ILO Convention nos. 100 and 111)

Our suppliers may not engage in any form of discrimination in connection with recruitment and employment practice on the basis of race, skin colour, religion, gender, sexual orientation, age, physical capacity, health, political opinions, nationality, social or ethnic origin, union membership or marital status. Everyone must be treated with respect in a working environment that is free of harassment.

HMN Naturgas also works to combat discrimination regarding access to training, promotion, remuneration and equal pay.

#### 2.5. Labour clauses in public-sector contracts (ILO Convention no. 94)

HMN Naturgas expects the supplier and any sub-suppliers to ensure that workers have pay (including special payments), working hours and other employment terms and conditions that are no less favourable than those which, in accordance with a collective agreement, arbitration award, national laws or administrative regulations, apply to work of the same kind within the profession or industry in question in the region where the work is carried out.

A collective agreement is to be used for comparison that is representative of what applies elsewhere in Denmark in the sector in question.

The supplier undertakes to ensure workers employed in Denmark on performance of the task the pay and employment terms and conditions mentioned above, and is required to brief the workers about the employment terms and conditions that apply. This obligation also covers the workers employed at sub-suppliers. HMN Naturgas may require documentation that the workers have been briefed.

### 3. The environment

HMN Naturgas expects suppliers to operate their businesses with consideration for the environment and in compliance with local and national environmental legislation.

Suppliers must implement routines to identify, measure and follow up on their environmental impact so that they can work continuously to improve their environmental work and minimise resource consumption and emissions while also placing environmental demands on sub-suppliers.

HMN Naturgas also expects the company's suppliers to choose modern, efficient and environmentally effective technologies and to invest in research and development that support the sustainable development of society.

### 4. Anti-corruption

HMN Naturgas expects its suppliers to maintain high ethical standards and business practices, and to avoid and combat any form of corruption directly or indirectly, including extortion, fraud and bribery.