

## **CODE OF CONDUCT**

### **Introduction**

This code of conduct defines ProCon Wind Energy A/S's minimum requirements for employees, contractors, suppliers, partners etc. If any customers or partners have higher requirements, these are applicable to the given project. ProCon Wind Energy A/S reserves the right to change the requirements in this code of conduct. In such a case, we expect the affected parties to implement the corrections as soon as possible.

We expect that appropriate documentation is maintained to demonstrate compliance with the requirements of the code of conduct.

If ProCon's Code of Conduct is not followed, the party in question will receive clarification of the rules. Failure to meet the rules can, in the worst case, result in dismissal or termination of the collaboration.

### **Legal compliance**

We expect all parties to comply with all applicable national and local laws, rules, and regulations.

### **Human rights**

ProCon is committed to providing an inclusive and equal experience for all employees, regardless of race, gender, religion, sexual orientation, political stance, ethnicity, or disabilities you may have – we understand and embrace the value of diversity.

We respect personal dignity, rights, and privacy. We do not accept bullying, physical, mental, or sexual harassment, threats, discrimination, abusive behaviour or the likes toward any individuals or groups. Employees engaging in such behaviour toward colleagues, contractors, customers, or partners at ProCon will receive either a written warning or will be dismissed immediately in severe cases.

If you feel exposed to such behaviour or observe another person being exposed during your employment at ProCon, you must contact the management of the company or a representative of the OHS committee.

We ensure that all employees/contractors are paid in accordance with the applicable law and industry standards. We ensure that all employees/contractors understand their contract which at a minimum covers basic employment rights and duties, and we support them in their choice of union.

Furthermore, we will ensure that no forced labour or human trafficking is present, and we refuse to employ or force anyone to work against their will. This is applicable throughout the entire value chain, and we will actively follow up on this.

We respect the right of all employees to form and join (or not join) a trade union, select their own representatives and bargain collectively, and not interfere with or restrict this right.

### **Prohibition of child labour**

We will comply with not having employees under the age of 18 perform any kind of work that may expose them to potential health, safety, and moral risk. We will not employ workers under the age of 15 (or in those developing countries covered by the ILO exception, 14 years of age).

### **Anti-corruption policy**

ProCon opposes corruption and bribery, and we compete fairly and only on the value of our services. We do not accept bribes or any similar forms of incentives from our partners. This includes the exchange of gifts or commitments that could influence a recipient's decision for the benefit of ProCon.

Small and infrequent gifts are acceptable for customers and business partners as long as there are no expectations of consideration. These include minor gifts for special occasions, invitations to social events, and cultural or sporting activities, as long as they are intended to establish a business relationship.

We have outlined in our Employee Handbook what constitutes a reasonable gift on special occasions and how employees should respond if they encounter a situation that conflicts with our anti-corruption and bribery policy.

### **Safe work environment**

At ProCon, we hold ourselves accountable for the health and safety of our employees, and we hold our suppliers, partners, and others to the same standard for their employees. It is a requirement that this responsibility includes identification and control of potential hazards and taking all possible precautions to prevent accidents and occupational illnesses. Additionally, we expect proper education and training in health and safety protocols, as well as providing, monitoring, and implementing the necessary Personal Protection Equipment (PPE).

Every employee is expected to contribute to a safe work environment by promptly reporting any risks, near misses, or observations. No work should commence unless it can be performed safely, and all work must be stopped immediately if deemed unsafe. The manager should be notified immediately in such cases.

### **Environment**

You must act in compliance with the applicable statutory and international standards regarding environmental protection. You are expected to consider the environment when performing tasks for ProCon. This includes following waste management protocols and making continuous efforts to reduce environmental pollution and improve environmental protection.

### **Drugs/alcohol**

The consumption of alcohol or other drugs is not allowed during working hours, including within ProCon's facilities, the cars, and external sites. Employees are not permitted to work while under the influence of alcohol or drugs, regardless of when they were consumed. Alcohol and drugs must not be consumed at any time when wearing ProCon's working clothes.

ProCon reserves the right to conduct drug and alcohol testing as necessary. Refusal to undergo testing will result in immediate termination, as ProCon has a zero-tolerance policy for drug and alcohol use during work hours. In connection with special occasions, the rule regarding the intake of alcohol may be exempted, but only with consent from the management.

## **Supply chain**

To ensure that our suppliers comply with this code of conduct, we will continuously follow up on compliance.

## **Whistleblower**

To ensure compliance with this code of conduct as well as our policies and guidelines, we encourage everyone to report any deviation therefrom to either the nearest HSE manager or via [the whistleblower scheme](#) on our website. We forbid any kind of penalty for fulfilling this obligation.