



Supplier Code of Conduct

Introduction

Bagger-Sørensen Real Estate A/S is dedicated to maintaining high levels of ethics, professionalism, and collaboration in our relationships with suppliers involved in leasing our commercial properties. This Supplier Code of Conduct outlines the standards and expectations we have for our suppliers' behaviour and practices.

Working Conditions and Human Rights

Respect for human rights is crucial for Bagger-Sørensen Real Estate, and suppliers must respect and support human rights.

Forced Labor and Freedom of Movement

Suppliers must ensure that they do not engage in or benefit from any form of forced labour, including slave labour, prison labour, slavery, bondage, or human trafficking. Workers must have freedom of movement during their employment.

Child Labor and Young Workers

Suppliers must ensure they do not engage in or benefit from child labour. The minimum employment age must not be lower than the compulsory school age and must under no circumstances be less than 16 years in office areas and 18 years in production areas. Work must be simple tasks of limited nature and must not interfere with children's educational obligations and general well-being. Apprentice programs for children under the minimum employment age must be paid and clearly aimed at education.

Equal Treatment

Our suppliers must not engage in, or support discrimination based on race, colour, gender, language, religion, political or other opinion, caste, national or social origin, property, birth, union membership, sexual orientation, health status, family responsibilities, age, disability, or other characteristics. Employment, compensation, benefits, training, promotion, discipline, termination, retirement, or other employment-related decisions must be based on relevant and objective criteria.

Wages and Benefits

Suppliers must ensure compliance with national legal minimum standards. Wages are paid in legal tender and on a regular basis. Deductions from wages must be transparent and never used as a disciplinary measure.

Contracts

All workers with our suppliers must have a written, understandable, and legally binding employment contract or other documentation of employment terms as required by local legal standards and regulations.

Leave

Employees must be entitled to sick leave and parental leave in accordance with local legal standards.



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Health, Safety, and Environmental Impact

Workplace Health and Safety

Suppliers must ensure that employees are provided with a safe and healthy work environment that meets local legal standards. All employees receive necessary protective equipment and training to perform their tasks safely. Develop and implement effective health and safety management systems with employee participation in safety committees. Ensure that safety management systems support the identification of risks, measurement and monitoring of performance, and continuous improvements to mitigate or minimize health and safety risks associated with operations. Provide employees with the opportunity to report unsafe practices without fear of retaliation.

Employment and Working Conditions

Our suppliers must strive to protect employees from physical, verbal, sexual, or psychological harassment, abuse, or threats in the workplace, whether committed by managers or employees, including when disciplinary measures are established and implemented.

Corruption and Bribery

All employees with our suppliers must refrain from accepting or using bribery as a method to gain advantages or unfairly influence other parties.

Environmental Protection

Our suppliers must strive to minimize the negative environmental impact of our activities, products, and services through a proactive approach and responsible management of environmental aspects (including but not limited to):

- Use of scarce natural resources, energy, and water
- Emissions to air and water
- Handling of hazardous substances
- Management of hazardous and non-hazardous waste
- Compliance with local legal standards concerning climate and environmental issues
- Relevant products must comply with local and international standards

Business Partner

Bagger-Sørensen Real Estate strives to work only with qualified and reputable business partners. Business partners must respect applicable laws, regulations, and industry codes regarding generally accepted ethical standards for human rights protection, prohibition of child or forced labour, human trafficking, and the prohibition of corruption and bribery as described in the principles of the UN Global Compact. To ensure this, our business partners undergo regular and relevant screenings before and after entering a business relationship. Business agreements that risk not complying with Bagger-Sørensen Real Estate's values and standards will be evaluated, and if deemed non-compliant, they will be terminated. We all have a duty to hold our business partners accountable, and employees are encouraged to work only with reliable and ethical business partners. Employees must report any concerns regarding business partners to their manager, the relevant sustainability committee, or via the whistleblower scheme.