

ROHDE NIELSEN

Supplier Code of Conduct

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Purpose of this Code

This Supplier Code of Conduct outlines the values and expectations Rohde Nielsen seeks to uphold in collaboration with our suppliers. By adhering to this Code, suppliers commit to upholding ethical, safe, and sustainable practices that reflect our corporate values and contribute to a fair and respectful business environment.

Integrity

Rohde Nielsen complies with all applicable laws, rules, and regulations in every country we operate, including Danish transparency and anti-corruption regulations, which are among the strictest globally. Suppliers must ensure that their operations comply with all applicable laws, rules, and regulations.

Commitment to Legal Compliance and Ethical Conduct

Suppliers must comply with all applicable laws and regulations and act in accordance with the ethical principles outlined in this Code. Suppliers are expected to conduct their business with integrity, transparency, and respect for ethical standards.

Rohde Nielsen strives to maintain a collaborative work environment with our suppliers, ensuring everyone involved feels safe and valued. Reports of harassment, bullying, or discrimination are taken seriously, handled confidentially, and addressed impartially.

Health, Safety, and Security

Rohde Nielsen prioritises a safe and healthy work environment. Suppliers must integrate health, safety, and security risk management into their operations and comply with all applicable safety regulations. Suppliers must also enforce their own relevant health and safety standards, ensuring the well-being of their employees and any individuals affected by their operations or projects.

Respect for Human Rights and Labour Standards

Rohde Nielsen expects suppliers to uphold human rights and fair labour standards, including the prohibition of child labour, forced labour, and any form of exploitation. We value partnerships that promote fair working conditions, respect freedom of association, and promote diversity, equity, and inclusion. Suppliers must comply with relevant labour laws and work proactively to uphold these values within their operations and supply chains. Compliance with all relevant employment laws is mandatory.

We avoid sourcing products or services linked to child labour, forced labour, modern slavery, human trafficking, illegal operations, or conflict resources.

Anti-bribery and Corruption

We maintain a zero-tolerance approach to bribery and corruption. Rohde Nielsen strictly complies with applicable anti-corruption laws and expects suppliers to share this commitment. Suppliers are encouraged to implement practices that ensure ethical business dealings and avoid improper advantages.

Rohde Nielsen may collaborate with suppliers to conduct assessments to support compliance efforts where required.

Environmental Responsibility

Rohde Nielsen is committed to environmental stewardship, primarily focusing on oceans and coastal areas. We aim to minimise our environmental footprint wherever possible by leveraging advanced technologies. Our operations comply with all relevant national and international environmental regulations, and we actively pursue innovative approaches to enhance sustainability and reduce ecological impacts. Environmental responsibility is a core element of our mission, and we encourage our suppliers to reflect these principles in their practices.

We expect suppliers to share our dedication to environmental protection and sustainability. This includes complying with applicable environmental laws and regulations, adopting practices that minimise environmental impact, and actively working to reduce emissions, conserve resources, and manage waste responsibly.

Data Protection and Privacy

Rohde Nielsen is committed to maintaining the highest levels of data protection. Our processes ensure that any personal information is securely stored, accessed only by authorised personnel, and used solely for the intended purposes. We regularly review and update our data protection practices to comply with evolving legal requirements and uphold our commitment to privacy.

Suppliers must handle all personal and business data responsibly and securely, complying with data protection regulations. They are expected to implement safeguards to prevent data breaches and misuse, ensuring the confidentiality of sensitive information.

Quality, Diligence, and Innovation

Rohde Nielsen values quality, diligence, and innovation in all partnerships. Suppliers must meet or exceed quality expectations to strive for excellence in their work, meeting agreed-upon standards, deadlines, and budgets. Collaboration on innovative ideas and improvements that align with industry-leading practices and our strategic objectives is encouraged.

Consequences of Non-Compliance with the Supplier Code of Conduct

By working with Rohde Nielsen, you agree to uphold the commitments outlined in our Supplier Code of Conduct.

Should suppliers fail to comply with this Code, Rohde Nielsen reserves the right to initiate appropriate corrective actions, which may include contract termination depending on the severity of the violation.

Reporting Violations and Non-Compliance

Suppliers must promptly inform Rohde Nielsen of any potential violations of this Code within their operations or supply chains. We maintain a confidential and supportive reporting process, ensuring there are no negative consequences for raising concerns in good faith.

This Supplier Code of Conduct reflects our shared commitment to responsible business practices and sustainable partnerships. Rohde Nielsen requires all suppliers to adhere to this Code and looks forward to fostering relationships built on trust, respect, and mutual benefit.