

Rejlers' code of conduct

Our values form the foundations

Rejlers has been operating as a technical consultancy company for over 70 years. Today, we provide technical consultancy services to customers within the areas of building and property, energy, industry and infrastructure. Our business places great demands on us to act as a responsible company.

Rejlers' code of conduct describes the requirements we make on our own conduct and behaviour. This includes the Board, management and all employees. We also require our customers and partners to respect it.

Our conduct at Rejlers is based on our values: reliable, successful, personal and healthy.

Rejlers is **reliable** because our employees strive to provide more than our customers expect. Our expert technicians give the Rejlers brand a unique quality stamp and we always deliver on time.

We are **successful** because we dare to compete. We do not shy away from comparisons in the market and we have the will and energy to constantly improve.

Our business is **personal** because at Rejlers we dare to be ourselves. We care. We laugh easily. We take care of the company, our customers, each other and ourselves.

We establish and maintain a **healthy** company together. At Rejlers we have created the best possible conditions for our employees to stay healthy. We also make sure our company's finances are healthy at all levels.

Business ethics principles

Rejlers' global business is based on a high ethical standard. We do business within the framework of legislation, regulations and international conventions in every country in which we are active.

We are reliable and honest in our interaction with our customers and honour the agreements and commitments we make. Our customers will feel safe and we always strive to make joint business ventures as successful as possible.

At Rejlers we do not tolerate abuse of power, nepotism or any form of corruption. Rejlers' employees must not engage in activities which can lead to conflicts of interest or exploit their relationships with customers for their own

gain. In our dealings with customers, subcontractors, suppliers and other interested parties, we therefore take great care when providing benefits or activities of various kinds to promote contact or relationships.

Rejlers does not take a political stance. We do not provide financial or any other kind of support to individual politicians or political parties.

Rejlers employees will keep information and company secrets which affect Rejlers' present and future business strictly confidential.

Human rights

Rejlers supports and respects the ten principles relating to human rights in the UN's Global Compact.

All employees at Rejlers will be treated with respect and dignity. We work to ensure that all employees are treated equally and given the same opportunities regardless of gender, ethnicity or country of origin, religion, age, sexual orientation or political opinion.

For Rejlers, employees' health is a priority. Conditions will be provided so that employees feel good both at work and in their spare time.

We work to ensure a good work environment within the company. Unhealthy physical and mental stress will be minimised.

Employees at Rejlers will not be subjected to any form of mental or physical punishment, threats or harassment. Rejlers does not accept child labour or other forms of compulsory or forced labour and will work with our suppliers to ensure this is maintained throughout our supply chain.

Environmental responsibility

The major environmental benefits of Rejlers' business occur when we help our customers to streamline, modernise and automate their infrastructure and processes. This includes everything from energy savings and the choice of materials in our buildings to the development of renewable energy production and sustainable infrastructure.

Our employees will have an understanding of the importance of the environment and work towards international and national

environmental targets. Employees at Rejlers will also contribute their knowledge and, together with our customers, make choices that contribute to sustainable development.

Rejlers' mission, from concept to execution, is planned and controlled with regard to quality and the environment. Rejlers also works to minimise our direct environmental impact in our own office environments and when we travel.

Responsibility and compliance

It is the responsibility of every manager at Rejlers to ensure that both the contents and spirit of this document are communicated, understood and adhered to within the organisation and by Rejlers' partners and customers. This responsibility is a matter for Group management and management at all levels down to the employees. Managers at

Rejlers will show a good example and lead the way.

Compliance with the code of conduct is followed up continuously as a natural part of normal business. Repeated deviations from the code of conduct may result in appropriate corrective measures.