



## 1. INTRODUCTION

Femern Link Contractors (FLC) commits to jointly cooperate to deliver a state-of-the-art immersed tunnel, portals & ramps that is timely and safely executed, in a sustainable and ethical manner.

FLC's Code of Conduct applies to all FLC employees and team members employed by the Joint Venture partners. Employees at all levels of the organisation are required to comply with the Code of Conduct, from managers to individual employees. The individual managers are responsible within their fields of responsibilities to ensure that employees and business partners are informed of FLC's Code of Conduct and the requirement to comply.

## 2. BASIC VALUES

We are professional and business minded. We supply specialist skills, and we are able to combine these for premium works in accordance with the Owner's requirements. We take responsibility for supplying quality with professional pride and high efficiency. We live up to agreements, and we have an open and honest communication. We are loyal, focused and constructive when we collaborate with the Owner and business partners to meet common goals. Our work is characterised by commitment, job satisfaction and diligence in everything we do. We contribute constructively and creatively to the development of new, improved and more cost-efficient solutions at all levels of the project organisation.

## 3. ENVIRONMENT

Our position on the environment is based on compliance with current legislation and the environmental requirements concerning the project. We are aware that our activities influence our surroundings. Environmental aspects are considered during design and choice of method. We seek to minimise the impact of our activities on the environment and climate as far as practicable.

## 4. EMPLOYEES, SAFETY AND WORKING ENVIRONMENT

We respect internationally recognised human rights. We do not use forced labour, slave labour or other forms of involuntary labour at our work site. We do not allow any practice that would restrict free movement of employees. We do not allow discrimination or harassment. We recognise the employees' right to organise. We are committed to provide a safe and healthy working environment for all our employees.

## 5. CHILD LABOUR

We do not accept child labour as defined in accordance with the relevant ILO conventions. If national legislation in the country stipulates a higher minimum age for admission to employment and work, this shall apply to our activities.

## 6. LAWS, REGULATIONS AND INTERNATIONAL CONVENTIONS

We always operate within the framework of the law and international conventions. All FLC employees and team members must as a minimum respect and comply with competition rules, environmental legislation, labour market legislation, safety requirements and other provisions which set up the framework of our organisation in the countries where we work.



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## **7. COMPETITION AND ANTICORRUPTION**

We want to contribute to a sound, democratic and competitive development of society in Denmark and abroad. We do not allow any kind of price cooperation, cartel formation or abuse of market dominance. We always act in accordance with current competition laws. We will not give or accept bribery in any form.

## **8. REQUIREMENTS TO BUSINESS PARTNERS**

As a minimum, FLC has the same requirements to business partners, including suppliers, as stated in FLC's Code of Conduct, and we expect that these are adhered to by our business partners.

## **9. BREACH OF THE CODE OF CONDUCT**

Non-compliance with the requirements of this Code of Conduct shall be reported to the Project Directors of FLC who will take the necessary actions.

Copenhagen, December 2020

Hakim Naceur  
Project Director TUN/TUS

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Project Director TPR