

To Suppliers and  
Business Partners

# Code of Conduct



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### **As a supplier,**

you are expected to lead by example and ensure compliance with this Code.

The Code has been adopted by the Board of Directors of BG Group and may only be amended or repealed by the Board.



# Why we have a Code of Conduct

The purpose of this Code of Conduct is to establish guidelines for responsible business practices.

The Code forms the foundation of BG Group's policies and regulations, supporting ethical, transparent, and more sustainable operations. It encompasses policies on:

- Equality, diversity, and inclusion
- Workplace health and safety
- Traffic safety
- Environmental responsibility
- Quality assurance
- Information security
- Anti-corruption

BG Group's Code of Conduct is an integral part of all agreements with our suppliers.

BG Group expects all suppliers, at a minimum, to comply with this Code.

BG Group reserves the right to conduct inspection visits at supplier sites. Audits will primarily target suppliers identified as having higher risk for non-compliance. Failure to adhere to the Code or to fulfill agreed improvement plans may result in termination of the partnership.

If national legislation is more stringent than this Code, the legislation shall prevail.

This Code is based on the Brundtland Commission's 1987 definition of sustainable development: "Development that meets the needs of the present without compromising the ability of future generations to meet their own needs."

The Code applies to all BG Group suppliers and business partners in all countries and across all brands.



# BG Group

BG Group comprises several wholesale companies across Scandinavia, with Byggros Holding serving as the administrative company for the group. Byggros Holding handles logistics, procurement, finance, marketing, and IT operations.

The affiliated companies include:

- BG Byggros A/S
- BG Millag ApS
- BG Termic Plus ApS
- BG Burcharth A/S BG
- Flux ApS
- BG Byggros AB
- BG Byggros AS
- Vexti ApS

BG Group was formed in 2008 through the merger of Byggros and Burcharth. The group is headquartered in Odense, Denmark, where it operates 4,000 m<sup>2</sup> of office space and 12,000 m<sup>2</sup> of warehouse facilities, employing approximately 90 staff members.

## Vision

BG Group aims to be the preferred value-creating partner for those working toward more sustainable and climate-friendly environments - both indoors and outdoors - through its unique solutions and products.

## Mission

With our specialized expertise, creativity, reliability, and dedication, we develop safe and economically viable solutions that support our partners' and society's ambitions for increased sustainability - today and tomorrow.

## Our Values

- We communicate openly
- We share knowledge
- We are solution-oriented
- We act responsibly
- We embrace diversity

... and we do it with openness, honesty, and respect





# Social responsibility

## Fundamental human rights and working conditions

BG Group expects its suppliers and partners to respect and comply with international standards for human rights and labor conditions. All employees must be treated with dignity and respect, without discrimination or unfair conditions regardless of employment type.

## Child labor

We acknowledge the rights of children to personal development and education and do not tolerate child labor. Suppliers must comply with ILO conventions regarding child labor and ensure children are protected from economic exploitation and work that may harm their health or safety.

## Forced labor and modern slavery

BG Group does not tolerate any form of modern slavery, including forced labor, debt bondage, or human trafficking. Suppliers must not engage in or benefit from any form of forced labor or involuntary work. All employment must be voluntary and based on fair and transparent conditions.

## Freedom of association and collective bargaining

All employees have the right to organize and engage in collective bargaining through trade unions or other representative bodies. BG Group expects suppliers to respect this right and refrain from interfering with the employees' freedom of association. Managers must not influence decisions regarding union membership.

## Equal treatment and working conditions

Employment decisions such as hiring, pay, training, promotion, and termination must be based on objective and relevant criteria. All employees must receive written confirmation of employment terms. Wages must meet or exceed national minimum standards.

## Safe and respectful work environment

BG Group expects no employee to be subjected to physical punishment, threats, sexual harassment, psychological or verbal abuse, or any form of mistreatment in the workplace. All employees must be treated with respect and have the right to work in safe and decent conditions.

*BG Group is committed to ensuring these principles are upheld and encourages all employees and partners to take responsibility for ensuring a fair and more sustainable workplace.*



## Diversity, equality, and inclusion

BG Group recognizes that diversity contributes to a dynamic and attractive workplace. We are committed to providing an inclusive work environment where diversity is respected and valued.

We actively strive to ensure our workforce reflects the diversity of our customers and society at large. All current and prospective employees must be treated fairly and without prejudice, regardless of gender, gender identity or expression, sexual orientation, religion or belief, ethnicity, disability, or age.

### Non-discrimination

BG Group expects that neither we nor our suppliers discriminate against employees or stakeholders based on gender, race, religion, age, nationality, political beliefs, cultural background, or sexuality. We do not practice discrimination in recruitment, salary determination, training, promotion, or termination and ensure all decisions are made based on objective criteria such as competence, qualifications, and performance.

### Safe and respectful work environment

No employee should be subjected to unjust treatment, including bullying, psychological violence, social exclusion, sexual harassment, or other forms of harassment. We expect all employees to contribute to a respectful and inclusive workplace where everyone - employees and customers alike - feels welcome.

*BG Group is committed to ensuring these principles are upheld and encourages all employees and partners to take responsibility for ensuring a fair and more sustainable workplace.*



## Work environment, safety, and health

A safe and healthy work environment is essential to BG Group's growth and the well-being of employees. We systematically address occupational health and safety, including fire protection, to minimize the risk of injury and illness.

While the employer bears primary responsibility for a safe physical, mental, and social workplace, all employees share the responsibility for maintaining a safe environment. Risks must be mitigated through preventative measures, training, and clear safety procedures.

Managers must actively ensure compliance with occupational safety regulations, instruct employees on safety practices, and promote understanding of necessary precautions.

BG Group expects suppliers to provide safe working conditions for their employees in accordance with national and international laws. Suppliers must prevent workplace accidents and injuries through relevant training, safety management systems, and proper use of tools and protective equipment.

Employees must be protected from hazardous processes, including exposure to chemicals and other dangerous substances.

We do not tolerate drug use and promote an alcohol- and drug-free workplace to safeguard employee health and safety.

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# Environment and sustainability

BG Group is committed to minimizing its environmental impact and integrating environmental considerations into all business activities. Our primary environmental impacts stem from transportation, energy consumption, and product lifecycle activities.

We systematically work to reduce energy usage, limit polluting emissions, and optimize resource efficiency.

BG Group expects suppliers to comply with all applicable national and international environmental laws and regulations, including REACH and RoHS directives. Suppliers must actively contribute to environmental protection by minimizing emissions to air, water, and soil and improving resource management.

Environmental considerations should be integrated into business strategies to create value for both the company and its stakeholders.

Through common standards, methodologies, and systematic follow-up, we ensure continuous environmental and energy improvements. Information and education play a central role in increasing employee awareness and ensuring compliance with applicable legislation and internal policies.





# Financial responsibility

## Business and accounting principles

BG Group is committed to conducting its business with integrity, accountability, and transparency. We engage only in activities that comply with national legislation, international conventions, contractual obligations, and this Code of Conduct.

We do not tolerate bribery or any form of illicit incentive that could provide an unfair competitive advantage. Suppliers are expected to adhere to the same high ethical standards and ensure these are upheld throughout their supply chain.

Compliance documentation must be available upon request from BG Group.

To maintain reliable and lawful business practices, all financial transactions must be recorded in accordance with group accounting principles and applicable regulations. Records must accurately reflect all transactions without misrepresentation, and external financial reporting must be precise and complete.

BG Group prioritizes long-term, responsible business relationships. Together with our partners, we strive to build a solid economic foundation. We comply with competition laws, environmental regulations, labor laws, contractual obligations, safety standards, and all other applicable requirements.

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## Anti-corruption/benefits, gifts, and bribery

BG Group enforces a zero-tolerance policy towards all forms of corruption. Corruption distorts markets, undermines fair competition, and violates the law. It damages reputation and has negative consequences across the industry.

Corruption includes any undue influence on decisions or actions, such as conflicts of interest, embezzlement, bribery, extortion, fraud, nepotism, and favoritism. BG Group does not tolerate any form of corruption - direct or indirect, including through third parties.

We do not accept bribes, kickbacks, money laundering, lavish gifts, financial incentives, or any other illegal benefits. This also applies to facilitation payments - small unofficial payments to public officials to expedite routine services such as permits or visas.

To prevent corruption, BG Group conducts regular risk assessments and maintains clear guidelines regarding acceptable gifts and hospitality. All representation must be moderate and exercised with sound judgment to preserve integrity and independence. All payments and transactions must be properly and transparently recorded.

*Our strict anti-corruption stance does not preclude good business relationships - so long as exchanged benefits are modest, transparent, and aligned with this Code of Conduct.*







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