

Code of Conduct for Bigadan's Suppliers and Partners

Bigadan is a Danish-owned company that produces biogas from livestock manure and waste, as well as designs and constructs biogas plants. Bigadan has a long history of establishing and operating biogas plants, with a tradition of being a reliable and long-term partner. Bigadan focuses on the production of sustainable renewable energy, emission reduction, and nutrient recycling. Bigadan's position has been achieved through a focus on sound business principles, trust, and responsibility in mutually long-term collaborations with business partners, employees, and other stakeholders.

Bigadan's business foundation rests on the general principle of producing fossil-free energy based on society's waste resources. Thus, we naturally contribute to reducing environmental impact.

Bigadan aims to be a sustainable company throughout all levels of the supply chain, which means we want to collaborate with suppliers who ensure compliance with national and, where relevant, international laws and obligations regarding human rights, labor rights, the environment, and anti-corruption. Therefore, this Code of Conduct for suppliers outlines what you, as a customer, supplier, or partner, must adhere to when entering into agreements with Bigadan. This Code of Conduct should be seen as a tool to align expectations regarding the level of social responsibility for each partner, as the focus can vary from industry to industry.

This policy is relevant for:

- Farmers (suppliers/recipients of manure/digested biomass)
- Suppliers of waste, by-products, and other biomasses for biogas production
- Suppliers for construction projects
- Transporters
- Other partners

The supplier confirms, upon entering into a contract or collaboration with Bigadan/Bioman, that they will comply with these ethical guidelines.

Human Rights and Labor Rights

The supplier must refrain from taking actions that have a negative impact on the human rights of others and must address and remedy any negative impacts on human rights in which they are involved. The supplier must not discriminate against employees based on their age, gender, race, color, disability, religion or belief, sexual orientation, language, national or social origin, political affiliation, trade union membership, or any other status recognized by international law.

The supplier must ensure that working conditions, working hours, leave, rest periods, and wages comply with local regulations and are at a level that ensures a reasonable standard of living relative to the local level. The supplier must also adhere to the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

The supplier must not engage in any form of child labor and must comply with applicable laws and international standards on the minimum working age. The supplier must not be associated with any form of forced labor and must not accept any form of slavery, including human trafficking.

The supplier must offer their employees a safe and healthy working environment and must ensure fair working conditions in accordance with applicable legislation. The supplier must recognize their employees' right to freedom of association and collective bargaining and must ensure that all work is carried out in accordance with the usual applicable terms.

Environment

The supplier must comply with environmental protection regulations and must work systematically to ensure compliance with applicable laws and regulations relevant to their activities' environmental impact. The supplier must take the necessary measures to mitigate any negative environmental impacts. The supplier must also strive to use the most sustainable methods available to produce their product and/or deliver their service.

Health and Safety

The supplier must provide a safe and healthy working environment and must, through relevant training and preventive measures, prevent accidents and injuries resulting from physical and psychological working conditions.

Anti-Corruption

The supplier must not engage in corrupt behavior. Corrupt behavior includes, but is not limited to, bribery, personal payments, extortion, fraud, accepting payments or gifts in exchange for illegal activities, or paying public officials to influence their decisions.

Compliance with Ethical Guidelines for Suppliers

The supplier hereby confirms acceptance and compliance with the above.

Date/Location

Company Name, Name, and Signature