

Code of Conduct for Bigadan Group's Suppliers and Business Partners

Bigadan is a Danish-owned company that produces biogas from livestock manure and waste, and designs and constructs biogas plants. Bigadan has a long-standing history of establishing and operating biogas facilities, with a tradition of being a reliable and long-term business partner. The company is committed to 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 beneficial long-term collaborations with business partners, employees, and other stakeholders.

Bigadan Group's business foundation is built on the general principle of producing fossil-free energy based on society's waste resources. In doing so, we naturally contribute to reducing environmental impact.

Bigadan aims to be a sustainable company throughout the entire supply chain. This means we seek to collaborate with suppliers who ensure compliance with national and, where relevant, international laws and obligations regarding human rights, labor rights, environmental protection, and anti-corruption. This Code of Conduct outlines the expectations for customers, suppliers, and partners when entering into agreements with Bigadan. It should be regarded as a tool to align expectations regarding the level of social responsibility, recognizing that focus areas may vary across industries.

This Code of Conduct applies to all companies supplying products and/or services to Bigadan Group. It describes the business conduct Bigadan expects from its suppliers. Suppliers must ensure that their employees and subcontractors comply with the requirements outlined in this Code of Conduct.

Scope of Application for

This Code of Conduct applies to all suppliers to Bigadan Group, including subcontractors (and any further sub-suppliers), and covers all employees affiliated with our suppliers, such as:

- Farmers (suppliers/recipients of slurry/digested biomass)
- Suppliers of waste, by-products, and other biomasses for biogas production
- Construction suppliers
- Transport providers

Version 2

- Other business partners

By entering into a contract or partnership with Bigadan, the supplier confirms compliance with this Code of Conduct.

Conditions for Collaboration

Bigadan expects its suppliers to act responsibly within their supply chains by identifying, preventing, and managing risks related to human rights, occupational health and safety, labor rights, environmental and climate impact, business ethics, and anti-corruption.

Suppliers are also expected to continuously identify risks and take appropriate measures to address them.

Non-Compliance

Suppliers are responsible for ensuring that their employees and subcontractors are familiar with this Code of Conduct and with all applicable international standards and national legislation.

If a supplier anticipates being unable to comply with this Code of Conduct, Bigadan must be informed in advance to allow for a dialogue on how and when compliance can be achieved.

If a supplier violates the requirements of this Code of Conduct and demonstrates repeated negligence, or refuses to improve in identified problem areas, Bigadan reserves the right to terminate the collaboration.

This Code of Conduct is not intended to be an exhaustive list of all requirements and standards, but rather a guide to ensure responsible business conduct.

Bigadan expects suppliers to continuously strive to improve their performance in the areas of human rights, occupational health and safety, labor rights, environmental and climate impact, business ethics, and anti-corruption.

Supplier Requirements

Human Rights, Occupational Health and Safety, and Labor Rights

Suppliers must avoid actions that negatively impact the human rights of others and must address and remedy any adverse human rights impacts they are involved in. Discrimination based on age, gender, race,

Version 2

skin color, disability, religion or belief, sexual orientation, language, national or social origin, political affiliation, union membership, or any other status recognized under international law is strictly prohibited.

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

Child labor is strictly prohibited, and suppliers must comply with applicable laws and international standards regarding minimum working age. Suppliers must not be associated with any form of forced labor or slavery, including human trafficking.

Suppliers must provide a safe and healthy working environment and ensure fair working conditions in accordance with applicable legislation. They must respect employees' rights to freedom of association and collective bargaining, and ensure that all work is performed under legally recognized conditions.

Environment

Suppliers must comply with environmental protection regulations and systematically ensure adherence to applicable laws and regulations relevant to their environmental impact. They must take necessary measures to mitigate any negative environmental effects.

Suppliers should strive to use the most sustainable methods available to produce their products and/or deliver their services.

Suppliers must actively work to minimize their direct and indirect environmental and climate impact, including reducing greenhouse gas emissions, minimizing waste, and promoting environmentally friendly practices.

Health and Safety

Suppliers must maintain a safe and healthy working environment and prevent accidents and injuries through appropriate training and preventive measures addressing both physical and psychological working conditions.

Version 2

Business Ethics and Anti-Corruption

Suppliers must not engage in corrupt practices. Corruption includes, but is not limited to: bribery, personal payments, extortion, fraud, receiving payments or gifts in exchange for illegal activities, and paying public officials to influence decisions.

Whistleblower Policy

Bigadan has a whistleblower policy, and Bigadan encourages its suppliers to have similar mechanisms in place and make them available to employees and subcontractors to report any instances of corruption or unethical behavior.

If suspicion of corruption or unethical behavior arises with our supplier, we expect the supplier to fully cooperate with any investigations and take appropriate measures to resolve the situation.

If, as a supplier, you experience conditions that violate this Code of Conduct or general principles of lawful and proper business conduct, we encourage you to speak up. As a general rule, we recommend that you contact your usual point of contact at Bigadan. If this is not possible or appropriate, you can also contact us via our internal whistleblower email: whistleblower@bigadan.dk.

The scheme does not provide anonymity, but all inquiries will be handled confidentially by our internal Whistleblower Unit.

The supplier hereby confirms acceptance and compliance with the above.

Date/Location:

Company Name, Representative Name, and Signature