

Code of Conduct for MT Højgaard a/s

Business conduct

- MT Højgaard must act with trustworthiness and integrity in relation to
 - Laws and directives
 - As a minimum, we must comply with the laws and directives of those countries in which we operate.
 - We must ensure that all staffs comply with laws and directives, and our own policies. Violations must be reported to the management, which will intervene in an appropriate way.
 - Accounts
 - We must keep our accounts and prepare the documentation that national legislation demands.
 - Bribery
 - We must not accept bribes, either directly or indirectly, or engage in other illegal practices
 - We must not offer or provide any form of gift or payment that is or can be perceived as a bribe.

Societal relations

- MT Højgaard must have good, respectful and constructive societal relations
 - Interaction
 - We must ensure that every part of the company aims to understand and function constructively with the society of which it forms a part.
 - Relations
 - In those societies where we carry out activities, we will base our actions on respect, responsibility, dialogue and realistic mutual expectations.

Human rights

- MT Højgaard must respect internationally acknowledged human rights
 - We represent a company culture that safeguards internationally acknowledged human rights.
 - Responsibility
 - MT Højgaard must act as a responsible corporate citizen and support and respect internationally acknowledged human rights.
 - Forced labour
 - We do not accept forced labour.
 - Child labour
 - We do not accept child labour, which is defined in accordance with current ILO conventions. If national legislation sets a higher minimum age and/or other rules for mandatory schooling, this will apply.
 - Suppliers
 - We will only enter contracts with direct contract partners/suppliers who comply with the law in those countries where they are present and support and respect internationally acknowledged human rights.
 - Wages
 - We will ensure that staff wages and benefits at least meet the law's minimum limits in those countries in which we operate.
 - Working hours
 - We comply with the law and current working hours standards that apply to our activities in those countries in which we operate