

Realdania's Supplier Code of Conduct

Introduction

Realdania's aim is to enhance the quality of life for everyone by improving the built environment. This commitment extends to promoting sustainable development, both in our own activities and throughout our value chain. For Realdania, sustainable development means taking a holistic approach to social responsibility that considers climate, environmental, social, cultural and economic factors. Our suppliers significantly influence the environmental, social and ethical aspects of Realdania's overall value chain, and therefore, we have developed this Supplier Code of Conduct for all suppliers working with Realdania and its subsidiary Realdania By & Byg (collectively referred to as "Realdania").

The Supplier Code of Conduct establishes general guidelines for how we expect our suppliers to conduct their business practices in line with environmental, social and ethical standards. It furthermore also outlines which data Realdania may request its suppliers to provide in relation to its carbon accounting and general reporting on sustainability.

Who does the Supplier Code of Conduct apply to?

The Supplier Code of Conduct applies to all suppliers providing products and services to Realdania. However, the Supplier Code of Conduct does not apply to recipients of grants from Realdania nor to transactions such as train tickets, taxi rides, direct retail purchases (in-store or online), individual hotel room bookings or restaurant meals. Application of the Supplier Code of Conduct is determined by our level of engagement with the supplier. The level of engagement is determined through monitoring the frequency, regularity and volume of purchases or interactions.

Compliance with national and international laws and regulations

Realdania has been an active member of the UN Global Compact since 2011. The guidelines described in this Supplier Code of Conduct stem from the four core areas of the UN Global Compact – labour rights, human rights, climate and environment, and anti-corruption – as well as the ten underlying principles for sustainable business practices. Additionally, Realdania has promoted the UN's 17 Sustainable Development Goals since their launch in 2015. Realdania's Supplier Code of Conduct is also founded on the following internationally recognised agreements that promote corporate efforts to prevent adverse impacts on human rights, labour rights, climate and environmental protection and anti-corruption:

- UN Guiding Principles on Business and Human Rights

- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct

Realdania complies with national and international laws, regulations, and standards outlined in this Supplier Code of Conduct, and we expect our suppliers to maintain the same level of compliance.

General supplier obligations

This Supplier Code of Conduct reflects Realdania's fundamental principles and expectations of our suppliers when they supply products and services. We expect our suppliers to respect human rights and uphold the ethical, social and environmental standards described below. As part of our collaboration, suppliers are expected to proactively inform Realdania of any deviations from this Code of Conduct.

1. Labour and human rights

Suppliers are expected to ensure compliance with national laws and international standards for labour and human rights, including but not limited to international standards established by the International Labour Organization (ILO) and the United Nations (UN). Suppliers are expected to maintain guidelines that protect their workers and ensure a healthy and safe work environment. They must prevent accidents and injuries related to the physical and psychosocial work environment through appropriate training, education and preventive measures. Furthermore, suppliers are expected to actively oppose child labour and forced labour in their own operations as well as at any subcontractors. Suppliers must treat all employees with dignity and respect, and ensure a workplace free from harassment, discrimination, abuse and violence.

2. Climate and environmental aspects

Suppliers are expected to comply with local environmental legislation, integrate environmental and climate considerations into their activities, and strive to develop a sustainable business. This includes an expectation that suppliers are aware of any potential environmental and climate impacts that may be associated with their business model and related activities.

3. Business ethics

Suppliers are expected to act with integrity, propriety and transparency. Following from this, suppliers are expected to comply with all applicable laws and regulations regarding bribery, corruption, fraud, money laundering, responsible taxation, conflicts of interest and competition through policies or guidelines that are published and implemented throughout their organisation and supply chain. Realdania's position on responsible tax is detailed in its tax policy, which can be found on our [website](https://realdania.dk/om-os/samfundsansvar/skattepolitik)¹.

Suppliers are also expected to avoid any situation or circumstance that could create a potential conflict of interest with Realdania beyond the direct customer/supplier relationship. Conflicts of interest may arise from personal relationships, financial interests, board positions or business

¹ <https://realdania.dk/om-os/samfundsansvar/skattepolitik>

ventures that could raise doubts about impartiality in the supplier's work. If suppliers become aware of a potential or actual conflict of interest, they must immediately inform Realdania so that an appropriate course of action can be determined jointly by the parties.

Provision of data for sustainability reporting

If requested by Realdania, we expect suppliers to endeavour to provide documentation and data related to their activities in line with Realdania's commitment to report on carbon accounting and general sustainability initiatives related to labour and human rights, environmental and climate issues, as well as business ethics. Accordingly, Realdania may request information and data from suppliers and, in some cases, their subcontractors. In line with our commitment to build partnerships based on constructive dialogue, Realdania acknowledges that suppliers may be at different maturity levels regarding their ability to collect data and documentation related to their sustainability and social responsibility work. Therefore, dialogue is the starting point if a supplier is unable to provide data when requested. In such cases, the goal is to find a joint solution for how data can be collected and calculated going forward. If ongoing dialogue fails to produce results, Realdania will assess whether the supplier relationship can be maintained or must be terminated.

We acknowledge that certain aspects of our Supplier Code of Conduct may not be relevant to all suppliers. When discussing compliance with data requests, we consider the supplier's size, business type and level of engagement with Realdania.

Reporting and notification of irregularities and reasonable suspicion

Realdania conducts its activities in accordance with applicable law and based on principles of integrity, propriety and responsibility. Therefore, all suppliers are encouraged to report any irregularities or reasonable suspicion of improper conduct by Realdania or its employees.

This can be done either through direct contact or through Realdania's whistleblower scheme, which can be accessed via our [website](https://realdania.dk/om-os/whistleblowerordning)². The whistleblower scheme allows employees and other stakeholders connected to Realdania, including suppliers, to anonymously report any violations of laws, rules, policies, or guidelines related to Realdania's activities. The whistleblower scheme has been established and is facilitated through an external partner, Got Ethics A/S.

² <https://realdania.dk/om-os/whistleblowerordning>