



Aarsleff code of conduct

Aarsleff works as a general infrastructure contractor. Both industrialised countries and developing countries make demands for a well-developed infrastructure, as this is a condition of sound economic growth. We wish to contribute towards this.

Aarsleff's code of conduct applies to all employees in Per Aarsleff A/S as well as in all 100% owned subsidiaries. We are a reliable business partner. We wish to be known for observing agreements entered into with customers, partners, colleagues, suppliers and authorities, i.e. everybody we contract with as a result of our business activities.

We wish to be reliable, diligent and careful in our work. We always respect our clients, competent colleagues and foreign cultures. Openness, trust and a will to cooperate are essential elements within the Aarsleff culture.

We expect initiatives to be taken on all organisational levels, and we shall ensure that we are always responsive to good ideas. We expect everybody to make an effort to attain our targets on the individual work sites.

Environment

Compliance with current legal and other environmental requirements, especially from our clients, provides the foundation for our environmental attitude. We are aware that our activities influence our surroundings. We take the environment into consideration in the design phase and in our choice of method. When handling materials, we minimise losses and avoid excessive consumption.

Employees

We are obliged to respect internationally recognised human rights. We do not use forced labour, slave labour or other forms of involuntary labour at our work sites. We do not allow any practice that would restrict free movement of employees. We do not allow discrimination or harassment. We recognise employees' rights to form or join trade unions in accordance with the laws and principles of each country. We are obliged to provide a safe and healthy working environment for all our employees.

Child labour

We do not accept child labour which is defined in accordance with the relevant ILO Conventions. If national legislation stipulates a higher minimum age, this shall apply to our activities.

Business ethics

All Aarsleff employees must as a minimum comply with the laws and directives in the countries in which we operate. Violations must be reported to management, which must take appropriate action.

We act according to applicable competition laws. We do not offer or receive any undue payment or other consideration to and from any person or entity.

Ebbe Malte Iversen
General Manager

Lars M. Carlsen
Deputy General Manager