

DONG Energy

CODE OF CONDUCT FOR SUPPLIERS

DONG Energy is a leading integrated energy company in the Nordic region. Our business is based on the values: result-oriented, responsible and responsive. These are our core values that require us to be accountable and always show consideration for the environment, people and the need for efficient energy markets. We consider this as fundamental to our present and future success as a company.

DONG Energy is a signatory to the United Nations' Global Compact and we expect that our suppliers - whether signatories or not - share the fundamental principles expressed herein.

The purpose of DONG Energy's social, environmental, and ethical requirements is to outline in greater detail the standards we expect our suppliers to adhere to. DONG Energy views these requirements as an integral part of our business relationship with individual suppliers. We believe that ethical, social and environmental standards will support competitive advantages to the benefit of DONG Energy and our suppliers.

We will promote these standards through continuous engagement and dialogue; however in

cases of gross or repeated violations we reserve the right to consider the termination of the business relationship.

General requirements

We expect our suppliers to comply with national laws and regulations as well as the principles expressed in this code of conduct.

Suppliers working in DONG Energy operated areas must additionally meet specific requirements in relation to quality, health & safety and environment (QHSE). These will be communicated separately to the suppliers.

We expect the supplier to ensure that its sub-suppliers are aware of and complying with the principles expressed in this code of conduct.

Specific requirements

Remuneration and employment conditions

We expect the supplier to comply with all wage and hour laws and regulations, including those pertaining to minimum wages, overtime wages, sick leave, piece rates and other elements of compensation.



Working hours

We expect that the supplier does not require employees to work more than the lesser of 60 hours per week including overtime, or the limits on regular and overtime hours allowed by local law. Workers shall be entitled to at least one day off in every seven-day period.

Particular employees with unusual working conditions may be exempted from this general requirement when covered by specific national or international legislation, however over the course of 12 weeks any employee shall not on average be required to work more than 60 hours per week, including overtime.

Freedom of association and the right to collective bargaining

We expect that the supplier does not prevent employees and other workers from associating freely with any lawful workers' association or collective bargaining association of their choice.

Discrimination

We expect that the supplier does not discriminate in hiring, compensation, access to training, promotion, termination or retirement based on personal characteristics.

Harassment and disciplinary measures

We expect that the supplier does not use or permit the use of corporal punishment or other forms of mental or physical coercion, disciplinary actions or engage in sexual harassment.

Child labour

We expect that the supplier ensures that no person shall be employed at an age younger than 15 (or 14 where the law of the country permits) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

The supplier should protect young workers of legal working age, up to the age of 18, from any type of employment or work which, by its nature

or circumstances in which it is carried out, is likely to jeopardize their health, safety or moral.

If a child is found working, the supplier must act in the best interest of the child, and any measures taken should aim at improving not worsening the child's situation.

Forced labour

Forced, bonded or indentured labour or involuntary prison labour is not to be used.

Health and safety

We expect the supplier to provide safe and healthy working conditions and take appropriate precautionary measures to protect employees from work related hazards and anticipated dangers in the workplace.

The supplier shall comply with all applicable local laws and regulations to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities.

We expect the supplier to continuously improve working conditions and reduce workplace related risks and hazards by e.g. setting targets and conducting appropriate training.

Corruption and bribery

We expect the highest standards of integrity in all business interactions. The supplier shall not engage in any form of corrupt practices, including extortion, fraud, or bribery whether direct or indirect.

Environment

We expect that the supplier meets all relevant local and national environmental regulations and strives to minimise damaging effects to the environment.

April 2007