

Code of Conduct for Suppliers

1 Introduction

Corporate social responsibility is a fundamental pillar of Faxaports policy, guiding the company's commitment to balancing economic, environmental and social considerations.

Those operating within Faxaports harbour areas shall comply with the rules set out below as minimum standards, apply the same requirements on subcontractors and suppliers, and notify Faxaports of any suspected breach.

The rules are as follows:

2 Labour Practices

Freedom of association and collective agreements

Employees' right to freedom of association and collective bargaining is respected and recognised.

Forced labour

Employees shall not be subject to forced labour or coercion and shall be free to resign with reasonable or legally required notice.

Child labour

Children below the legal working age shall not be employed, and young workers shall not perform work that is hazardous or harmful to their health, safety, development, welfare or education. Parties operating within the harbour areas shall comply with applicable minimum age requirements, including relevant ILO standards.

Discrimination

Employees shall be afforded equal opportunities and treated equally, without discrimination on the grounds of sex, race, religion, age, disability, sexual orientation, nationality, opinions, financial status, ancestry or other status. Contractors and suppliers shall promote a working environment characterised by equality, tolerance and mutual respect.

Wages, working hours and other employment practices

Employees shall be paid regularly and at least monthly, without any part of their wages being retained by intermediaries. Wages shall meet at least the minimum requirements of applicable laws, regulations and/or collective agreements in the relevant country. Records of wage payments shall be maintained, and it shall be possible to demonstrate compliance. Employees' rights under applicable laws and regulations shall be respected, including rights relating to rest periods, working hours, annual leave, sick leave and other wage terms.

Health and safety

A healthy and safe working environment shall be ensured. Reasonable measures shall be taken to reduce the risk of accidents and adverse impacts on employees' health. The [environmental and safety rules](#) applicable within Faxaports' harbour areas shall be followed. Incidents and suggestions shall be reported through Faxaports' website www.faxaflaoahafnir.is

3 Human Rights

Human rights

International human rights shall be respected, and a respectful working environment maintained where mental or physical violence, harassment, or threats thereof are not tolerated.

4 Environment

Environmental responsibility

Contractors and suppliers shall comply with applicable environmental laws and regulations and follow Faxaports' environmental and safety rules. Safety and environmental considerations shall be at the forefront, adverse environmental impacts shall be minimised, regular monitoring of work areas, and equipment shall be maintained, and the same requirements shall be applied to subcontractors and other business partners.

5 Anti-corruption

Business ethics

Corruption, including bribery, extortion and fraud, shall not be tolerated. Service providers, contractors and suppliers shall not, directly or indirectly, offer, request, demand, give or accept bribes or other improper advantages, whether for themselves or others. Business shall be conducted in accordance with sound business practices and recognised standards of business ethics.

Conflicts of interest

Service providers, contractors and suppliers shall avoid conflicts of interest (COI) in their business dealings with Faxaports. COI include situations where personal interests, or the interests of relatives or friends, may conflict with the interests of Faxaports. Faxaports shall be notified of any actual or potential COI.

6 Data Protection

Data protection

Service providers, contractors and suppliers shall comply with data protection laws and regulations.

The undersigned hereby confirms that the company/party will comply with Faxaports' Code of Conduct for Suppliers and the applicable safety and environmental rules within Faxaports' harbour areas.