

Powerpipe

Responsible Business Partner Policy

It is one of the fundamental principles of Powerpipe and its subsidiaries (together “Powerpipe” or “the Company”) to strictly observe all national and international laws and regulations under which Powerpipe is operating and to maintain high ethical standards in conducting its business. Powerpipe wants to maintain stable and honest business relationships with all its “Business Partners”, including but not limited to, suppliers, advisers, agents and clients.

This Responsible Business Partner Policy (“the Policy”) is intended to support Powerpipe as it strives to meet the increasing need for transparency with regard to how businesses manage their broad range of operational, social and responsibility.

Powerpipe expects their Business Partners to adopt the principles set out below to ensure alignment with Powerpipes own commitments to social responsibility.

1. Compliance with laws & regulations

Business Partners will comply with all applicable laws and regulations in all locations where they conduct business including those relating to international trade (such as those relating to sanctions, export controls and reporting obligations), data protection, insider dealing and anti-competition laws.

2. Act with integrity in all business dealings

Powerpipe acts with integrity at all times and we expect our Business Partners to behave in the same way.

Business Partners will not engage in personal activities or public comments that are intended to damage Powerpipes business interests or reputation.

Business Partners must record all business transactions accurately, prudently or transparently, in compliance with applicable accounting standards and recognised best practice.

Business Partners should insist and ensure their agents suppliers and other working on their behalf act lawfully, and in accordance with the standards set out in this Policy.

3. Anti-bribery and corruption

Business Partners will comply with all applicable anti-bribery laws, including the U.S. Foreign Corrupt Practices Act and all applicable local anti-bribery laws where the Business Partners and its subsidiaries operate.

Business Partners will not offer, promise, give (including facilitation payments), demand or accept bribes or other improper advantage, including excessive gifts and entertainment, in order to obtain, retain or give business. This principle is further detailed in the [Anti-Corruption Policy](#).

4. Gifts and Hospitality

Business entertaining and hospitality involving individuals representing Powerpipe must be kept reasonable and proportionate and be done entirely for the purpose of maintaining good business relations and not to influence unfairly any future business decisions. The provision of gifts should be rare and aligned with company policy. This principle is further detailed in the [Anti-Corruption Policy](#).

5. Competition Law

Powerpipe believes in competing fairly in the market place. Business Partners will comply with all applicable Anti-trust and competition laws, with prohibit agreements, business practices or conduct that are anti-competitive or unreasonably restrain trade. Competitor information will be obtained and maintained in accordance with applicable competition laws at all times. [This principle is further detailed in the Anti-Trust Policy](#).

6. Equal opportunities & human rights

Business Partners should recruit, select and promote their employees solely based on qualifications and skills. Powerpipe will not accept any form of employment discrimination including hiring, compensation, advancement, discipline, termination or retirement because of race, colour, religion, gender, sexual orientation, national origin, age, or disability.

Powerpipe requires its Business Partners to uphold all internationally recognised human rights standards (United Nations Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises) wherever their operations are located. Powerpipe will not tolerate the use by its Business Partners or their supply chains of child or compulsory labour, human trafficking, slavery and any behaviour that does not maintain human dignity and respect.

7. Conflicts of interest

Business Partners must avoid any situation or relationship that may involve an inappropriate conflict or the appearance of a conflict with the interests of Powerpipe. Business Partners must declare all and any conflict of interest in any business dealing to Powerpipe to allow Powerpipe to take appropriate action.

8. Health, safety and security

Business Partners will provide their employees with a safe and healthy workplace in compliance with all applicable land laws and regulations. Business Partners should protect their employees, physical assets, information and reputation from potential security threats including cyber security threats.

9. Confidential information

Business Partners will protect all intellectual property and other confidential information provided by Powerpipe. All information provided by Powerpipe, which is not in the public domain, is deemed confidential and should only be used for its intended purpose. This principle is further detailed in the [Code of Business Ethics](#) section 6.

10. Environment

Business Partners will operate in a manner that protects the environment and must comply with all applicable environmental laws, regulations and standards. Operations, sourcing, manufacture, distribution of products and the supply of services should be conducted with the aim of protection and preserving the environment.

11. Financial records and Money Laundering

All business dealings must be carried out in a transparent manner and recorded accurately in Powerpipes books and records. Powerpipe will not tolerate any actual or potential involvement in money laundering or market abuse. This principle is further detailed in the Anti-Money Laundering Policy.

12. Communication

Business Partners will make these principles known to employees dealing with Powerpipe and promote and monitor compliance.

13. Maintaining records

Business Partners will maintain documentation necessary to demonstrate compliance with these principles.

14. Questions

In case of any questions about this Policy, you should contact the Compliance Officer or local legal counsel.

15. Effective Date and Previous Policies

This Policy comes into effect as per the date of signature.

It supersedes and replaces any other Policies or rules of the Company pertaining to the subject matter hereof.

16. Application and Compliance

The Policy applies throughout Powerpipe and to all its Business Partners worldwide. It is provided in hard copy upon request to the Compliance Officer, and is available on the Group intranet site.

Powerpipe reserves the right to conduct enquiries and investigations of Business Partners' conduct to satisfy ourselves that these principles are being met. Note that failure to demonstrate compliance with these principles will require the implementation of corrective action by the Business Partner, and may result in contract termination.

On behalf of the Company

Line Dissing Mønster
Compliance Officer