

# Multiconsult's Business Partner Declaration

## Introduction

Multiconsult is committed to conducting business in a manner that upholds the highest ethical standards, respects human rights, and fosters sustainability. We seek to collaborate with Business Partners who share our commitment to responsible business practices. This declaration outlines the principles and expectations that all Business Partners must adhere to as part of their relationship with Multiconsult.

## Scope of application

This declaration applies to any individual, group, or organisation that engages in a business relationship with Multiconsult. Business Partners are responsible for ensuring that their employees, consultants, agents, suppliers, subcontractors, and other representatives comply with these requirements. Any uncertainty regarding the interpretation or application of this declaration should be clarified with the Local Compliance Officer (LCO) or Group Compliance Officer (GCO).

## Reporting obligations

Business Partners must report any suspected or actual violations of this declaration or applicable laws. Prompt corrective measures must be undertaken to address any such violations at no expense to Multiconsult.

## Compliance with the Law

Business Partners must comply with all applicable local and international laws and regulations. In cases where national laws and the standards outlined in this declaration differ, the higher standard—whether national law or international principles—must be followed. For example, when human rights protections under international treaties exceed local requirements, the international standard must apply.

## Human rights and working conditions

### Protection of human and labour rights

Business Partners must adhere to internationally recognised human rights and labour standards, including those established by the UN<sup>1</sup> and ILO<sup>2</sup>. Policies and procedures must be implemented to ensure compliance and safeguard these rights.

### Inclusivity and diversity

Business Partners must cultivate an environment free of harassment, discrimination, or bullying. Strategies should promote equal opportunities for all employees, ensuring compliance with relevant employment laws and providing clear and comprehensive employment agreements.

### Health and safety

Health and safety are paramount. Business Partners must ensure that workers and visitors are protected from harm, that risks are mitigated, and that proper safety training is provided. Compliance with all relevant safety laws and standards, such as ISO 45001, is mandatory.

### Prohibition of modern slavery and child labour

Business Partners must not engage in or tolerate forced labour, human trafficking, or child labour. Strict adherence to ILO standards is required, with specific attention to protecting individuals aged 15-18 engaged in work.

### Freedom of association and collective bargaining

Where legally permitted, Business Partners must respect employees' rights to form and join trade unions and to bargain collectively. In countries where such rights are restricted, alternative mechanisms for worker representation must be established.

## Environmental responsibility

Business Partners must actively work to minimize their environmental impact by:

- Complying with all relevant environmental laws and regulations.
- Reducing emissions, waste, and energy consumption in alignment with ISO 14001 standards.
- Supporting Multiconsult's environmental goals, such as minimizing the ecological footprint of operations.

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<sup>1</sup> United Nations

<sup>2</sup> International Labour Organisation

## Business ethics

### Anti-corruption and bribery

Business Partners must maintain a zero-tolerance stance on corruption, bribery, and fraud. Comprehensive and auditable procedures must be in place to prevent and address unethical practices.

### Anti-money laundering

All financial transactions must comply with applicable anti-money laundering laws. Business Partners are responsible for implementing measures to prevent financial activities that could facilitate money laundering.

### Fair competition

Business Partners must comply with antitrust laws and conduct business ethically to promote healthy competition.

### Conflicts of interest

Any conflicts of interest between Business Partners and Multiconsult must be disclosed immediately. Measures must be taken to avoid undue influence on decision-making.

### Privacy and data security

Business Partners must comply with applicable data privacy regulations, such as GDPR, and implement technical and organisational measures aligned with ISO 27001 standards to ensure data security.

## Compliance and accountability

### Monitoring and auditing

Business Partners must provide documentation upon request to demonstrate compliance with this declaration. Multiconsult reserves the right to conduct audits and inspections to verify adherence.

### Remediation and termination

If violations occur, Business Partners may be required to implement corrective action plans. In cases of gross or persistent violations, or criminal convictions, Multiconsult reserves the right to terminate agreements through written notification.

### Dispute resolution

Mediation or arbitration is encouraged for resolving compliance-related disputes, following internationally recognised principles.

## Commitment

By signing this declaration, Business Partners confirm their understanding and agreement to comply with these requirements. They commit to promoting these principles across their supply chains and operations.

Business partner:

Address:

Date:

Name:

Title:

Signature: