

## Supplier policy for Danske Bank Group

Danske Bank Group wants to conduct business that creates value in a sustainable manner on the basis of customers' needs. We also want to help create social and environmental improvements for our suppliers, and we have therefore adopted a supplier policy that applies to all purchases of goods and services at all business units and subsidiaries throughout the Group. It is essential that our suppliers comply with national laws and internationally recognised standards and conventions for ethical, environmental and social conditions.



When the Group purchases goods and services

- we want to participate in a professional collaboration that creates long-term value for both parties
- we want to base our collaboration on trust and mutual interest
- we want the individual suppliers to comply with Danske Bank Group's guidelines and requirements for products and collaboration
- we do not want to be associated with any type of anti-competitive agreement

When choosing a supplier, we consider it an advantage if the supplier is locally represented in the countries where Danske Bank Group operates.

### Responsible sourcing

As a member of the UN Global Compact, Danske Bank Group works to promote and integrate the Global Compact's ten principles on human rights, employee rights, the environment and anti-corruption in the Group's business activities and at our suppliers, which are required to adhere to the Group's guidelines for responsible sourcing.

### Compliance

We base all our purchases on a balance between price on the one hand and quality and reliability in delivery deadlines on the other, ensuring that our suppliers comply with the ethical, social and environmental requirements set forth in the guidelines for responsible sourcing.

In cases where we believe that a supplier does not comply with the Group's policy and guidelines, we will initiate a dialogue with the supplier in order to clarify the circumstances. The Group thus actively seeks to help improve the supplier's social, ethical and environmental conditions. Our requirements are specified in the contracts with individual suppliers, and if the

dialogue does not lead to improvements, we reserve the right to end our business relationship with suppliers that continue not to follow our guidelines.

The Group's suppliers are responsible for introducing Danske Bank Group's supplier policy in their own supply chains.

### **Guidelines for responsible sourcing**

The Group's supplier policy contains a number of specific guidelines for responsible sourcing that constitute the core of our efforts to create environmental and social responsibility in our supplier chain.

We try to improve our suppliers' social and environmental conditions through our guidelines so that we can live up to the UN Global Compact's ten principles in the best way.



### **Responsible sourcing guidelines**

The Group wants to collaborate with suppliers that

- respect their employees' right to organise themselves and negotiate collective wage agreements; employee representatives must be able to perform their work without being hindered or discriminated against
- maintain a good working environment and prevent accidents and injuries related to the physical and mental environment
- do not discriminate on the basis of ethnicity, religion, age, disability, gender, sexual orientation, membership of trade unions or political views
- give their employees a wage that ensures a fair standard of living in relation to the national level and do not withhold wages as a disciplinary sanction
- are not associated with any type of forced labour
- are not associated with exploitative forms of child labour – such as labour that destroys children's physical or mental health or prevents them from going to school
- ensure that children – in cases where children of school age are employed – have access to education

- work continually to comply with local environmental law in a systematic manner
- have established an environmental management system that includes at least a written environmental policy
- are not associated with bribery or any type of corruption

By setting these guidelines, Danske Bank Group wants to help create enduring social, ethical and environmental improvements for its suppliers.

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