



Femern Link Contractors (FLC) commits to jointly cooperate to deliver a state of the art immersed tunnel, portals & ramps that is timely and safely executed, in a sustainable and ethical manner.

FLC is fully committed to the successful and professional management of all CSR related aspects of the project. FLC takes responsibility for the project organisations influences on the community and seeks to prevent and reduce any negative impact on society, nature and the environment from the project activities. FLC will implement sound CSR principles, which will comply with The Ten Principles of the UN Global Compact.

FLC commits to social responsibility and will communicate this to the project organisation and subcontractors / suppliers, together with decisions taken and processes implemented, to ensure their cooperation in attaining its objectives.

FLC fully understands and accepts these aforementioned obligations, responsibilities and commitments, which will be achieved by:

GOVERNANCE AND LEADERSHIP

- **Resources** – FLC provides competent project staff who will be fully aware of their roles and responsibilities
- **Accountability** – FLC managerial staff are accountable for their CSR responsibilities
- **Transparency** – FLC communicates openly on project CSR performance
- **Leadership** – FLC managerial staff will always take leadership and will lead by example on CSR related aspects

COMPLIANCE

- **Contractual** – FLC will fully comply with all applicable Owner requirements and their overarching objectives
- **Legal** – FLC will fully comply with all applicable legislation
- **Management System** – FLC operates an integrated management system (IMS), fully compliant with ISO 9001, ISO 14001, OHSAS 18001 and ISO 31000 requirements
- **Best practices** – FLC will adopt industry best practice where applicable

AWARENESS, PROMOTION AND PARTICIPATION

- **CSR culture** – FLC creates and maintains a positive CSR culture on the Project, based on recognition of behavioural approaches and constructive dialogue
- **Awareness** – FLC organises and provides appropriate CSR awareness training, instruction and supervision to key personnel in a timely manner to inform about CSR requirements
- **Effective communication** – FLC ensures that appropriate communication tools/channels are in place for effective internal (throughout the project organisation) and external (Owner and stakeholders) communication related to CSR matters
- **Motivation** – FLC encourages and recognises positive attitudes, excellent CSR performance and good initiatives
- **Personal commitment** – FLC key personnel at all levels assume ownership for the fulfilment of all CSR requirements
- **Involvement** – FLC ensures that the project organisation, subcontractors and suppliers understand and actively promote the Quality of the project by providing information, instruction and supervision



CORPORATE SOCIAL RESPONSIBILITY

- **Human Rights** – FLC supports and respects the protection of internationally proclaimed human rights and will make sure that FLC are not complicit in human rights abuses
- **Labour** – FLC upholds the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation.
- **Environment** – FLC supports a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies
- **Anti-Corruption** – FLC works against corruption in all its forms, including extortion and bribery

CONTINUAL IMPROVEMENT

- **IMS** – FLC will continuously monitor, improve and rigorously verify the effectiveness of the IMS to enhance FLC's CSR performance
- **Key performance indicators (KPI)** – FLC actively manages CSR performance by establishing and periodically reviewing CSR objectives, targets and programs

The Project Directors will have the overall responsibility for implementing this policy. With the support of the FLC Board, the Project Directors will ensure the availability of adequate resources for its implementation and its communication to the project organization.

The Project Directors, assisted by the QHSE Managers, will periodically (annually) review this policy to ensure that it remains relevant and appropriate.

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