

January the 1st. 2008

Ethical regulations (Code of Conduct) for Bent Vangsøe Natursten A/S

In order to do business with BVN, the supplier must of course observe all international conventions as well as national laws and regulations of the country in which the job is carried out.

BVN demands, that all suppliers, by signature, certify that also their sub-suppliers keep the Code of Conduct from BVN.

In practice meaning that BNV has following demands:

1. Forced Labour

BVN does not co-operate with suppliers using any form of forced labour.

2. Child labour

Certainty that the supplier, or his sub-suppliers, does not engage in the use of child labour. The minimum age for employment shall not be less than 15 years. Where permitted by national laws, the supplier may employ children between 12 and 15 to perform a few hours of lighth work per day.

3. Non-Discrimination

BVN does not co-operate with suppliers that are engaged in or support discrimination on the basis of race, colour, sex, language, religion, political or other opinion, including union affiliation.

3. Freedom of association

The workers must have freedom to organize and right to bargain collectively in according to the laws and regulations of the country in question. General national and local laws and regulations, concerning employment, must be in force.

4. Workplace health and safety.

All suppliers must oblige themselves to , and are responsible for, an active effort to create a continual improvement of working-conditions, enviroment and ethics in all known parts of the chain of suppliers. Adequate safety- and protection equipments must be available, for all workers, without costs
All workers must be trained in proper use, and know the risk of not using necessary safety-equipment.

5. Conditions of employment and work

Working-hours must be a mutual agreement between workers and employer.

Concerning wages, the supplier shall comply with the local, legal minimum standards, or industrial benchmark standard, whichever is higher.

6. Protection of extern environment

BVN wants to influence the suppliers in order to improve the actual environmental effect. In connection to this, the supplier must have a tool to document which environmental effects – actual or potentially- that are the most important.

The supplier must try to minimize the effects by effective control Including:

- A)use of scarce natural resources, energy and water.
- B)Emissions to air and releases to water
- C)Noise, odour and dust emissions
- D)potential and actual soil contamination
- E)Waste- handling/recycling/disposal.

It is the suppliers responsibility to take all relevant an necessary initiatives to make sure, that he keeps BVN's Code of Conduct . It is also the responsibility of the supplier, on request from BVN and within reasonable time-limit, to show all relevant information and documentation to BVN.

On the request from BVN, the supplier must take active part in BVN's follow up on the compliance with the requirements of this code, through dialogue, questionnaires, systematic reporting, visits at the suppliers address or other possibilities of confirmation and control, that BVN wants to use. Including impartial interviews with employees and audits at production site.

If there are instances of non-compliance with the requirements of this code, the supplier shall, in co-operation with BVN, promptly develop a corrective action plan, with appropriate time scales for implementation and improvements to be achieved. Trough plans of action and up following visits,BVN will assure current improvements of conditions at the suppliers.

Bent Vangsøe Natursten A/S

Supplier/Producer
Accept of BVN Code of Conduct
