

# Code of Conduct

Kjærulf Pedersen a/s aims to assume a leading position on all relevant markets worldwide with products and services of above-average quality. Compliance with and implementation of all legal requirements and ethical principles and values play an important role in securing our corporate success lastingly over the long term. Compliance with this Code of Conduct is obligatory for all employees of Kjærulf Pedersen a/s.

All applicable laws, rules and guidelines, in particular also those pertaining to human rights, environmental protection, health and safety, must be respected and followed without reservation.

Further, we have committed ourselves to complying with the following principles and expect this of our suppliers too.

## ETHICS

- Disclosure of irregularities  
All employees are encouraged to report irregular activities at the workplace without fear of negative consequences.
- Integrity and fair competition – prohibition of corruption, agreements on competition or blackmail  
No employee may offer, promise or grant unjustified advantages either directly or indirectly in connection with their business activities or have same offered, promised or granted to them.  
Agreements or concerted practices with competitors with the aim or consequence of preventing, restricting or distorting competition are not permitted.
- Prevent financing of war activities through trade with conflict minerals  
We expect that our suppliers only supply products whose minerals stem from conflict-free or certified smelting plants. We require our suppliers to submit a declaration regarding the use of conflict minerals.

## WORK

- Voluntariness  
Forced labor of any kind is strictly prohibited. The minimum requirements of applicable law on remuneration and work hours must be complied with.
- Prohibition of child labor  
The legal provisions of applicable law on the minimum age of employees must be followed without exception.
- Respect and integrity  
Human dignity and the respect of people's personal rights and privacy are of great importance to us. We do not accept any harassment or discrimination at the workplace on the grounds of skin color, origin, age, gender, sexual orientation, disability, religion or political leanings.  
Sexual harassment or other personal attacks on individuals or groups will not be tolerated.
- Confidentiality  
Business secrets and confidential business information may not be disclosed to third parties either during or after termination of an employment relationship if this has not been authorized by an authorized party or entity.

## HEALTH AND SAFETY

- Industrial safety  
The company is obligated to protect its employees at the workplace against hazards arising from work.
- Psychosocial risks  
As employer, we assume the responsibility for identifying psychosocial risks in our employees and taking action where necessary to initiate suitable measures.

## ENVIRONMENT

- Regulations on environmental protection  
All applicable regulations on environmental protection must be observed.
- Wastes and emissions  
A safe and environment-friendly waste management system must be ensured.  
Negative effects on people and the environment by emissions must be prevented.

Supplier:

Place:

Date:

.....  
Name:

Title:

*This document must be signed by an authorized representative of the company and sent back to Kjærulf Pedersen a/s.*