

## **Code of Conduct for Suppliers**

Idé-Pro Skive A/S has a strong commitment to economic, environmental, and socially sustainable development. As a result of this commitment, Idé-Pro has subscribed to the principles of the United Nations Global Compact ([www.unglobalcompact.org](http://www.unglobalcompact.org)). Idé-Pro strongly believes that it is the mutual interest of both Idé-Pro and its suppliers to meet the present and future requirements of markets and society. This include demonstrating responsibility towards the people taking part in the manufacture and delivery of products and services.

Supplier shall take all necessary actions to ensure Supplier's compliance with this Code without undue delay. In addition to complying with the Code, Supplier shall comply with applicable local legislation. It is also expected that these requirements stated in this Code of Conduct are cascaded and implemented from Ide-Pro's tier 1 suppliers towards own tier 1-suppliers.

All suppliers, their employees and affected parties are encouraged to report suspected cases and violations of this Code of Conduct. It is recommended that a Whistleblower agreement is established (including protection against retaliation)

If Idé-Pro finds or suspects incidents of non-compliance with the code related to Supplier and Idé-Pro informs supplier hereof, Idé-Pro expects the Supplier to investigate and correct issues of non-compliance as soon as possible and within an agreed timeframe. If the Supplier does not show willingness to correct these issues Idé-Pro will consider terminating the business relationship with Supplier.

Idé-Pro may conduct announced audits at Suppliers sites, including the Supplier's manufacturing facilities to verify that the supplier is following the CoC. CoC audits may be performed either by Idé-Pro employees or by a third-party auditor chosen by Idé-Pro.

For general questions or comments on CoC Supplier may contact Supplier's procurement contact at Idé-Pro.

The supplier and/or third-party intermediary declare herewith to:

### **Human rights**

Businesses should support and respect the protection of internationally proclaimed rights; and make sure that they are not complicit in human rights abuses.

Refuse to tolerate any unacceptable treatment of individuals. Promote equal opportunities and treatment of individuals.

Help foster economic and social development of local communities and ensure full respect for the human rights of minorities and indigenous people. Respect local land, forest and water rights.

### **Labor practices**

The Supplier should grant its employees the right to freedom of association and right to collective bargaining.

The Supplier must under no circumstances use, or in any other way benefit from force-labour such as bonded labour, prison labour, slavery, human trafficking, or retention of identification documents of employees in their business operations. All workers must be voluntary, and all employees must be free to

leave their employment with reasonable notice. Any use of Private or Public Security forces is not accepted.

The use of child labour by the Supplier is strictly prohibited. Every child is to be protected from economic exploitation from carrying out work that can be considered dangerous, to have a negative effect on the child's education or to be harmful to the child's health or development.

The Supplier should not accept discrimination, threats, oppression, or harassment in any form in respect of employment and occupation within their business operation. Suppliers are to respect the employee directly or indirectly and offer fair treatment and equal opportunities (e.g. ensure ethical recruiting).

Act in accordance with the applicable statutory and international standards regarding health and safety and provide safe working conditions.

Comply with the maximum number of working hours outlined in the applicable laws.

Provide fair remuneration and guarantee the applicable national statutory minimum wage.

Establish an internal whistleblower scheme in accordance with the rules in the Danish act on protection of whistleblowers (or similar in accordance to local rules) including rules against retaliation.

#### **Fair operating practices**

The Supplier must work against all forms of bribery, corruption, cartels, and unlawful restrictive trade practices in their business operations.

Comply with the laws of the applicable legal systems. This includes compliance with international customs and export control regulations (economic sanctions).

Financial responsibility: Accurate records to be prepared in accordance with national statements acts and approved by an independent authorized third-party accounting firm.

Act in accordance with national and international competition laws and refrain from participation in price fixing, market or customer allocation, market sharing or bid rigging with competitors.

We expect our suppliers to safeguard and to only make proper use of confidential information, and to ensure that applicable rights of partners, workers and intellectual property are protected. This also includes any possible involvement in counterfeit parts.

Confidentiality of information material: Reinforce the commitment to comply with disclosure obligations imposed by all applicable legal and regulatory requirements on disclosure of material information.

Comply with the principles of non-discrimination regarding supplier selection and treatment.

#### **Environmental protection**

The Supplier shall support a precautionary approach to environmental challenges and promote greater environmental responsibility as well as encouraging the development and diffusion of environmentally friendly technologies. Supplier shall commit to reducing the environmental impact of its manufacturing processes and activities (including, but not limited to):

- Energy efficiency. Reduction of power consumption and greenhouse gas emissions (GHG). Support the focus on renewable energy.
- Decarbonization: Reduce emissions by shifting from fossil fuel to alternative low-carbon energy sources
- Supplier must strive to reduce use of scarce natural resources. By this also strive to minimize waste and contribute to the recycling and reuse of materials and products to the extent possible.
- Initiate necessary activities for reducing pollution and unwanted impact on nature, including focus on water quality (including consumption and management), air quality, soil quality and noise emissions
- We expect suppliers to identify hazardous materials, chemicals and substances in their operation, and ensure their safe handling, movement, storage, recycling, reuse and disposal.
- Establish sustainable resource management.
- For all activities and operations consider impact on animal welfare, biodiversity, land use and deforestation.