

Supplier Code of Conduct

1. Introduction

This Code of Conduct establishes the minimum standards for business practices that Staermose Industry A/S expects from its suppliers. The purpose of this Code of Conduct is to ensure that our suppliers conduct their business in a manner that aligns with our ethical, social, and environmental values.

2. Purpose

This Code of Conduct outlines our expectations for our suppliers' behaviour, both commercially and socially. It applies to all parties delivering goods and services to Staermose Industry A/S. The ethical standards apply to the entire supply chain, meaning our suppliers are responsible for ensuring that their subcontractors comply with and are aware of the standards listed below.

3. Human Rights

Staermose Industry A/S expects suppliers to meet the following requirements concerning human rights:

- The supplier should support and respect the protection of internationally proclaimed human rights within their sphere of influence.
- The supplier should ensure they are not complicit in human rights abuses.

4. Labour Rights

Staermose Industry A/S expects suppliers to meet the following requirements concerning labour rights:

- The supplier should uphold the freedom of association and recognize employees' rights to collective bargaining.
- The supplier should support the elimination of all forms of forced labour.
- The supplier should support the abolition of child labour.
- The supplier should eliminate discrimination in employment and occupation.

5. Environment

Staermose Industry A/S expects suppliers to meet the following environmental requirements:

- The supplier should support a precautionary approach to environmental challenges.
- The supplier should take initiatives to promote greater environmental responsibility.

- The supplier should encourage the development and diffusion of environmentally friendly technologies.

6. Anti-Corruption

Staermose Industry A/S expects suppliers to meet the following anti-corruption requirements:

- The supplier should work against all forms of corruption, including extortion and bribery.
- If the supplier is covered by the Whistleblower Scheme (see definition here: [Guidance on whistleblower schemes in private workplaces](#)), they must have established a whistleblower scheme for managers and employees to report complaints.

7. ESG

Staermose Industry A/S has for many years worked with various ESG initiatives aimed at reducing our social and environmental impact. We expect our suppliers to comply with local environmental legislation and to implement ongoing improvements that support a more sustainable business. We expect suppliers to have environmental policies in place and to measure, manage, and address their resource consumption in accordance with applicable laws.

8. Compliance with Applicable Legislation

The supplier must comply with all laws and regulations applicable in the supplier's geographical area.

9. Violation of the Code of Conduct

If a supplier cannot comply with this Code of Conduct, we will initially engage in dialogue with the supplier. Staermose Industry A/S expects the supplier to correct the issue within a reasonable timeframe. If the supplier does not remedy the non-compliance, Staermose Industry A/S may terminate the business relationship.

10. Questions Regarding the Code of Conduct

If the supplier has questions about this Code of Conduct, they may contact their Staermose Industry A/S representative.

11. Signature

By signing below, the supplier declares that the Code of Conduct has been read and understood, and that the supplier is willing to comply with it.

Supplier name: _____

Contact person: _____

Address: _____

Signature and date: _____