

## Supplier Code of Conduct

June, 2023

### Introduction

This Supplier Code of Conduct outlines the expectations of Conxion A/S regarding the ethical, social, and environmental standards our suppliers must adhere to. By partnering with us, you agree to uphold these principles, which are integral to our mutual success.

### Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international environmental laws and regulations. This includes, but is not limited to, regulations concerning waste disposal, emissions, resource consumption, and the handling of hazardous materials.

### Environmental Management

We expect our suppliers to proactively manage environmental risks, reduce environmental impact, and continually improve their environmental performance. This may include implementing an Environmental Management System (EMS) compliant with internationally recognized standards.

### Sustainable Resource Use

Efficient use of resources such as water, energy, and raw materials is crucial. We encourage practices that reduce consumption and waste, promote recycling and the use of renewable resources, and support sustainable forestry and agriculture.

### Emission and Waste Management

Suppliers should strive to minimize emissions and responsibly manage waste. This includes proper disposal methods for both hazardous and non-hazardous waste and efforts to reduce greenhouse gas emissions.

### Climate Change and Carbon Footprint

We encourage suppliers to assess and work towards reducing their carbon footprint. Active measures to combat climate change and mitigate its effects are expected.

### Ethical Business Practices

Engaging in ethical business conduct is non-negotiable. This includes zero tolerance for corruption, bribery, and fraudulent activities. Transparency in reporting and conducting business is paramount.

### Labor and Human Rights

Suppliers must respect human rights and labor laws, providing fair working conditions, and respecting workers' rights. Child labor, forced labor, or any form of labor exploitation is strictly prohibited.

**Monitoring and Compliance**

Compliance with this Code is mandatory and subject to regular reviews. Suppliers are required to conduct self-assessments and submit reports to Conxion A/S. Non-compliance may result in termination of the business relationship.

**Collaboration and Communication**

Open dialogue on sustainability challenges and solutions is encouraged. Suppliers should be willing to engage in collaborative efforts to improve sustainability practices.

**Continuous Improvement**

Suppliers are expected to continuously improve their performance in all areas addressed by this Code. We welcome feedback and suggestions for enhancements.

**Agreement and Signature**

By signing this document, the signee acknowledges its commitment to adhere to the standards and practices outlined in this Supplier Code of Conduct.

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Company: \_\_\_\_\_

Date: \_\_\_\_\_