

## **Supplier Code of Conduct for Brdr. Plagborg A/S**

### **1. Introduction**

At Brdr. Plagborg A/S, we are committed to conducting our business in an ethical, socially responsible, and sustainable manner. Therefore, we expect our suppliers to share these values and comply with this code of conduct as a condition for collaborating with us.

### **2. Ethics and human rights**

Our suppliers must uphold the highest ethical standards and respect human rights in their business activities. At Brdr. Plagborg A/S, we expect

- that our suppliers comply with all applicable laws and regulations in the countries where they operate,
- that our suppliers act with integrity, responsibility, and consideration in all business matters,
- that our suppliers support and respect the protection of internationally declared human rights,
- that our suppliers ensure that they do not contribute to the violation of any human rights.

### **3. Employee relations**

At Brdr. Plagborg A/S, we expect suppliers to ensure proper working conditions for their employees and treat them with respect and dignity. This includes,

- that employees are guaranteed wages and working conditions that at least correspond to the applicable collective agreements or legislation in the relevant country,
- that our suppliers respect their employees' right to organize and to collective bargaining,
- that our suppliers maintain a prohibition against any discrimination based on race, gender, religion, age, disability, etc., and ensure that this prohibition is respected,
- that our suppliers maintain a safe, healthy, and inclusive work environment that promotes employee well-being and safety, and
- that our suppliers work to promote equality and diversity within their business.

### **4. Environmental responsibility**

We expect our suppliers to take responsibility for the environmental impact of their business and work to minimize their environmental footprint while implementing sustainable practices in their business activities. Specifically, our suppliers should

- work to reduce their waste, optimize resource consumption, and conserve energy,
- work to continuously implement environmentally friendly technologies and processes that can help minimize their environmental impact, and
- keep themselves informed of the best practices in environmental protection and integrate these into their operations as much as possible.

## **5. Anti-Corruption**

Brdr. Plagborg A/S has a zero-tolerance policy towards corruption, which also applies to our suppliers. Specifically, this means

- that we do not accept that our supplier companies or individuals in the management of our supplier companies engage in any form of corruption, including bribery, embezzlement, fraud, or extortion, and
- that our suppliers must ensure that their own business partners are not involved in corruption and must take appropriate measures if such actions are identified.

## **6. Chain responsibility**

The supplier is responsible for ensuring that all companies and individuals within the supplier's supply chain comply with the provisions of this code of conduct. The supplier must continuously monitor and assess CSR conditions in its supply chain and take necessary steps to address any deficiencies. Failure to comply with this provision may result in the termination of the collaboration, as outlined in Section 8 below, which similarly applies to the supplier's chain responsibility.

## **7. Monitoring and evaluation**

Brdr. Plagborg A/S will continuously monitor and evaluate suppliers' compliance with this code of conduct through an open dialogue. Such monitoring and evaluation entail,

- that our suppliers must be able to document their compliance with this code and be open to inspections or audits by Brdr. Plagborg A/S or an appointed third party, and
- that we will maintain an ongoing and open dialogue with our suppliers to ensure they understand and meet the requirements of this code.

## **8. Violations of the Code**

The supplier is responsible for ceasing any violation of this code immediately upon becoming aware of it and must notify Brdr. Plagborg A/S accordingly.

Notwithstanding the supplier's prompt cessation of the violation and notification, we reserve the right to terminate the supplier relationship if the violation is deemed significant. Failure to terminate the supplier agreement may be conditional on the supplier taking appropriate steps to prevent similar or other violations from occurring again.

**9. Confirmation**

On behalf of [insert company name], it is confirmed that the code of conduct has been read, understood, and accepted as a condition for collaborating with Brdr. Plagborg A/S.

Date: \_\_\_\_/\_\_\_\_/20\_\_\_\_, Signature: \_\_\_\_\_, Position: \_\_\_\_\_.