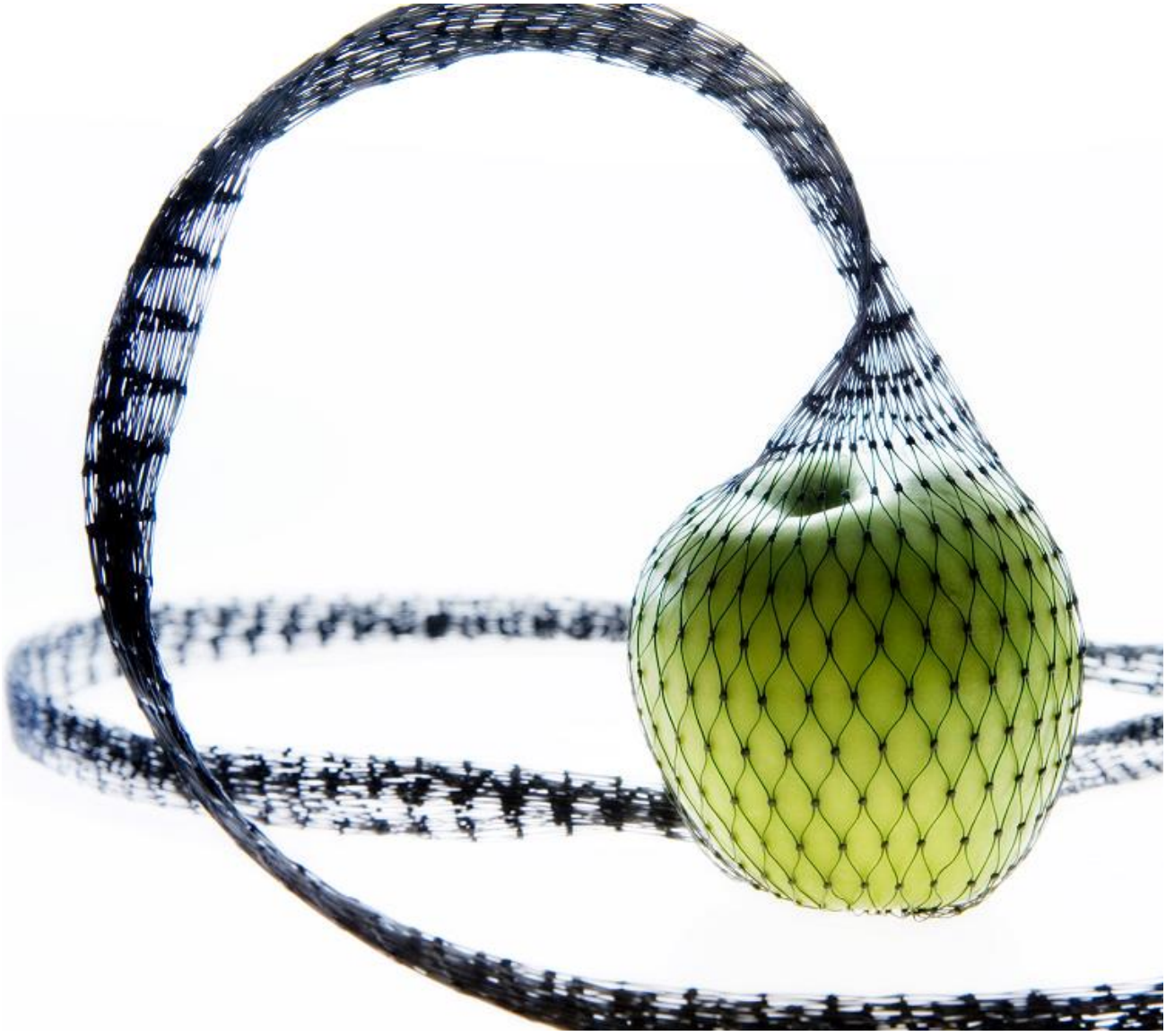
Code of Conduct

EXPO-NET®

EXPO-NET Danmark A/S - 06/26



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Introduction

We at EXPO-NET Danmark A/S conduct honest, fair and trustworthy business. We see it as our responsibility to demonstrate our commitment to responsible business conduct and to communicate the principles that guide our business activities.

We strive to take responsibility and understand the importance of the environment, society and our employees.

We expect all of our business associates to adhere to the guidelines below as an active part of our business relationship.

If the following guidelines are not adhered to or are in breach, EXPO-NET reserves the right to terminate the cooperation with the business associate.

International Principles

EXPO-NET supports internationally recognised principles for responsible business conduct and is guided by the principles reflected in:

- The United Nations Global Compact
- The Universal Declaration of Human Rights
- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- The International Labour Organization (ILO) Core Conventions

These principles provide guidance for our approach to responsible business conduct and continuous improvement.

Compliance with Legislation

EXPO-NET complies with applicable local, national and international laws and regulations relevant to our business operations.

We continuously seek to identify, understand and comply with legal and regulatory requirements applicable to the markets in which we conduct business.

Human Rights

EXPO-NET respects internationally recognised human rights and is committed to conducting business in a manner that supports and respects the dignity, wellbeing and rights of all individuals.

We expect our suppliers and business partners to uphold the same principles throughout their operations.

Child Labour & Young Workers

EXPO-NET does not accept any use of child labour.

Child labour is defined as work performed by a child. In this context, we adhere to International Labour Organization (ILO) Convention No. 138 concerning minimum age requirements for employment and ILO Convention No. 182 concerning the Worst Forms of Child Labour.

We strongly oppose the financial exploitation of children and any activities that may be considered dangerous or harmful to children's health, safety or moral development.

If we employ young people above the minimum age but under 18 years of age, we ensure that they perform work that does not jeopardise their health, safety or wellbeing and that such work complies with applicable legislation.

Discrimination

EXPO-NET does not accept any form of discrimination related to work or other conditions of employment.

We respect diversity regardless of race, religion, gender, age, nationality, ethnic origin, disability, sexual orientation, political opinion or any other characteristic protected by law.

Employment, remuneration, education, promotion, resignation, pension or other employment-related decisions are based on objective criteria, competence, qualifications and the ability to perform the job in line with company requirements and values.

Fair Treatment

EXPO-NET does not accept that employees are exposed to physical punishment, threats of violence, physical, sexual, psychological or verbal harassment, abuse in the workplace or any other work-related situation that may compromise their dignity or wellbeing.

Modern Slavery, Forced Labour & Human Trafficking

EXPO-NET does not accept any form of forced labour.

Furthermore, we do not accept work related to punishment, slavery or any other work carried out against a person's free will.

EXPO-NET has zero tolerance for modern slavery, debt bondage and human trafficking.

Work Environment – Occupational Health & Safety

EXPO-NET takes pride in ensuring excellent working conditions for our employees, both physically and psychologically.

Safety in the workplace is of great importance to us. Therefore, we continuously work to reduce work-related injuries and accidents.

We ensure that employees receive the necessary and appropriate training relevant to their work.

All accidents and near misses are registered. Safety representatives are informed of any injury, accident or near miss to facilitate continuous improvement and preventive action.

EXPO-NET ensures that employees are not exposed to harmful processes, chemicals, substances or dangerous external factors.

Healthy and hygienic welfare facilities are available to employees at all times, including clean toilet and shower facilities.

Hours of Labour & Wages

EXPO-NET strives to comply with applicable legislation and regulations relating to working hours.

Wages, benefits, notifications and overtime compensation comply with applicable legislation and regulations as a minimum.

Privacy, Confidentiality & Data Protection

EXPO-NET protects the privacy of employees, suppliers and business partners when collecting, storing or processing personal data and when introducing employee monitoring measures.

We respect the personal dignity, privacy and rights of each individual.

EXPO-NET protects confidential information, intellectual property and personal data in accordance with applicable legislation and contractual obligations.

Freedom of Association & the Right to Collective Bargaining

EXPO-NET employees have the right to freely join, or not join, any trade union of their own choice for the promotion and defence of their occupational interests.

Employees have the right to engage in collective bargaining in accordance with applicable legislation.

Environment

EXPO-NET complies with applicable environmental legislation and requirements.

We work actively to reduce emissions to air, water and land and continuously improve the efficient use of resources.

In addition, we comply with applicable REACH Regulation and RoHS Directive requirements.

Business Ethics

EXPO-NET is committed to conducting business with integrity and in accordance with ethical business principles.

We provide clear guidance that empowers employees to make responsible and ethical decisions in their daily work.

Fraud, Corruption & Bribery

EXPO-NET maintains a zero-tolerance approach to bribery, corruption, fraud, extortion, money laundering and any form of improper business conduct.

We comply with applicable anti-bribery and anti-corruption legislation and do not permit facilitation payments or attempts to obtain an improper business advantage.

Gifts & Hospitality

Gifts and hospitality may only be offered or accepted when lawful, reasonable, transparent and linked to a legitimate business purpose.

Gifts or hospitality must never influence, or appear to influence, business decisions.

Export Control & Sanctions

Economic sanctions and export control laws prevent us from conducting business with certain countries, organisations and individuals.

We conduct due diligence when selecting suppliers and avoid using sanctioned entities and persons.

Conflict Minerals

We rely on our suppliers to provide information regarding the origin and sources of minerals and metals used in the manufacture of the raw materials they supply.

Our Suppliers' Observance of the Code of Conduct

EXPO-NET expects suppliers to implement the principles outlined in this Code of Conduct.

As a minimum requirement, suppliers must comply with applicable legislation and regulations in the countries in which they operate.

We expect suppliers and subcontractors to uphold standards equivalent to those described in this Code of Conduct and to work continuously to identify, prevent and address environmental, social and ethical risks within their operations.

In addition, we expect suppliers to communicate these principles to relevant sub-suppliers.

Reporting Concerns

Employees, suppliers and business partners are encouraged to raise concerns regarding potential violations of this Code of Conduct, applicable legislation or ethical standards.

Concerns may be reported through EXPO-NET's whistleblower scheme or through relevant management channels.

EXPO-NET does not tolerate retaliation against any person who raises concerns in good faith.

Contact

If business associates have any questions or comments regarding this Code of Conduct, please contact EXPO-NET management.