

Supplier – Code of Conduct (Denmark)

27 January 2023

1. INTRODUCTION

1.1

Priess A/S is a privately owned company that, through innovation, operates efficiently and adopts an international outlook in order to become and remain the preferred partner of our customers.

We strive at all times to challenge and push ourselves to add value and develop our products with a focus on sustainability.

Our ambition is to be an appealing employer that can attract qualified employees at all levels.

In its operation of the company, Priess A/S will always seek to minimise its consumption of natural resources in all work processes and systems for the benefit of both the company and society at large.

We seek to collaborate and partner with companies, organisations and collectives that share the intention in our vision to contribute to a well-functioning society and a cleaner planet.

In order to also translate this value into concrete actions, it is important that the company complies with a number of ethical rules.

The UN has developed a Global Compact which sets out ten principles for corporate social responsibility based on internationally agreed conventions for worker and human rights, the environment and anti-corruption.

Priess A/S works in accordance with the principles of the UN Global Compact. This 'Supplier – Code of Conduct' applies to Priess A/S and to the other companies in its corporate group.

1.2 Human rights

- Companies should support and respect the protection of internationally recognised human rights.
- They must ensure that they do not contribute towards human rights violations.

1.3 Workers' rights

- Companies should uphold the freedom of association and effectively recognise the right to collective bargaining.
- Support the elimination of all forms of forced labour.
- Support the effective elimination of child labour.
- Abolish discrimination in connection with employment and recruitment.

1.4 The environment

- Companies should support a precautionary approach to environmental challenges.
- Adopt initiatives to promote greater levels of environmental responsibility.
- Encourage the development and dissemination of eco-friendly technologies.

1.5 Anti-corruption

- Companies should oppose all forms of corruption, including extortion and bribery.

2. AREA OF APPLICATION

2.1

Priess A/S adheres to the principles of this Code of Conduct and expects its suppliers to do the same by putting in place a relevant corporate policy and suitable management systems to ensure the requirements of Priess A/S' Code of Conduct can be met.

Suppliers are responsible for ensuring that their subcontractors comply with Priess A/S' Code of Conduct. However, suppliers who have their own Code of Conduct are entitled to apply this instead – both to themselves and to any subcontractors – provided that the supplier Code of Conduct in question contains provisions on social responsibility, the protection of worker and human rights, the environment and anti-corruption, and that these do not deviate significantly from Priess A/S' Code of Conduct.

In the event that changes are made to a supplier's Code of Conduct which result in this provision no longer being fulfilled, the supplier is obliged to immediately inform Priess A/S of this.

In the following text, the term 'supplier' also includes all subcontractors who work under the supplier in question.

3. COMPLIANCE WITH THE LEGISLATION

3.1

The supplier must comply with the applicable legislation, regulations and industry standards that apply locally. Priess A/S encourages suppliers to also comply with all UN conventions.

4. SALARY AND WORKING CONDITIONS

4.1

The supplier is expected to comply with all local laws and regulations regarding wages and working hours, including those concerning minimum wage, overtime pay, sick leave, piecework and other such conditions.

5. WORKING HOURS

5.1

Priess A/S recommends that the maximum permitted number of working hours on a normal basis should not exceed 48 hours per week, with a maximum ceiling of 60 hours including overtime.

If the local legislation requires shorter working hours, such legislation must be complied with. Overtime may only be worked on a voluntary basis. Furthermore, it must be planned in a way that ensures safe and humane working conditions and it must be compensated in accordance with local legislation.

6. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

6.1

Priess A/S expects the supplier to allow employees and other workers to freely organise and participate in collective bargaining processes as defined in the local legislation.

In cases where local legislation restricts freedom of association and the possibility of collective bargaining, the supplier must ensure that all employees are given an opportunity to exercise collective influence in an alternative way.

7. DISCRIMINATION

7.1

Direct or indirect discrimination in connection with recruitment, compensation, training opportunities, promotions, dismissals or redundancies on the basis of race, skin colour, gender, language, religion, political beliefs or other views, age, nationality, social or ethnic background, financial situation, sexual orientation, ancestry or any other such characteristic is not permitted.

8. WORKING ENVIRONMENT

8.1

It is the supplier's responsibility to ensure a safe and healthy working environment, as well as compliance with local legislation.

Physical punishments, threats of violence and other forms of physical or psychological coercion or mistreatment must not be used. Disciplinary sanctions in the form of fines or wage deductions are not permitted.

9. CHILD LABOUR

9.1

The supplier must not have any involvement with child labour, either directly or indirectly. As a general rule, children should not work until they are above the compulsory school age.

The minimum age for full-time employment is 15 years. Employees under the age of 18 are not allowed to perform hazardous work or work at night, regardless of the number of hours.

The minimum age for so-called 'light work', also called leisure work (which is permitted so long as it does not interfere with the child's education) is 13 years old.

If it is found that a child is performing work, the supplier must act in the interests of the child. Any measures taken must improve – not worsen – the child's situation.

10. FORCED LABOUR

10.1

Forced labour, bonded labour, non-terminable employment contracts or involuntary prison labour must not be used.

11. CORRUPTION AND BRIBERY

11.1

Priess A/S expects integrity and honesty in all business activities. It is not permitted to offer, promise, give, accept, tolerate, demand or knowingly exploit bribes.

12. ENVIRONMENT

12.1

At a minimum, the supplier must comply with the local and international legislation and regulations that apply to environmental protection. Additionally, the supplier must also strive to use environmental management systems to:

- Reduce the amount of waste and emissions introduced to the air, the earth and the water.
- Handle chemicals in an environmentally responsible way.
- Handle, store and dispose of hazardous waste in an environmentally responsible way.
- Contribute to the recycling and reuse of materials and products.
- Implement environmentally friendly technologies.

13. INSPECTION AND EVALUATION

13.1

Priess A/S reserves the right, at any time, to be able to audit and inspect the supplier in order to ensure that this Code of Conduct is being adhered to and that it is made available. In the event that the audit reveals that Priess A/S' Code of Conduct is not being complied with, Priess A/S will engage in a constructive dialogue to ensure that conditions are improved. Comprehensive action plans for corrective measures must be put in place by the supplier and a follow-up audit may be necessary.

14. PERSONAL DATA

14.1

In those cases where the supplier processes personal data on behalf of Priess A/S, the supplier undertakes to conclude a data processing agreement with Priess as an addendum to the main agreement. This will ensure compliance with the EU's General Data Protection Regulation and the protection of our customers' and employees' privacy.

Date: _____

Supplier: _____