

Code of Conduct for Suppliers



2025

Policy owner: René von Staffeldt Beck, Group COO

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For the purposes of this policy, 'Egiss' and 'Egiss Group' refers to Egiss A/S and its global affiliates.



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Introduction

Egiss strive to manage our business in a profitable and sustainable way by integrating environmental, social, and ethical considerations in our business operations and throughout our value chain.

Egiss is committed to acting responsibly and complying with all applicable laws, rules and regulations, as well as recognised international standards and treaties.

We hold our suppliers accountable to the same laws and standards for responsible business conduct as we hold ourselves. Those standards derive from Egiss' commitment to the UN Global Compact, the UN Guiding Principles on Business and Human Rights, OECD Guidelines and the ILO core conventions.

Background and purpose

The Code applies to Egiss' suppliers. A supplier is defined as anyone with whom we cooperate and who supplies goods and services to Egiss.

The Egiss Code of Conduct for Suppliers is established to ensure that all suppliers working with Egiss are informed of Egiss' expectations and requirements and can demonstrate it upon request.

Suppliers shall at all times comply with Egiss' Code of Conduct for Suppliers. Compliance with this Code of Conduct for Suppliers is a prerequisite for collaboration.

The Egiss Code of Conduct can be found [here](#).

This obligation includes that the supplier undertakes not to do any acts towards Egiss representatives or towards another person that Egiss or any Egiss representative, according to Egiss policies, are not allowed to do. Furthermore, the supplier shall not initiate any activities to affect Egiss's employees to violate Egiss's Compliance Policies.

Business ethics

Each Party will comply with all applicable sanctions, import, re-import, export, and re-export control laws and regulations. Neither Party will be required to undertake any activity pursuant to the Contract that would violate any Applicable Laws.

The Egiss Anti-Money Laundering and Export Control Policy can be found [here](#).

Anti-corruption and Anti-bribery

Egiss expects that suppliers demonstrate compliance with and secure anti-bribery via ISO 37001 or corresponding practices. The supplier shall comply with all applicable laws and regulations relating to anti-corruption and anti-bribery.

We expect that our suppliers will not condone any form of corruption or bribery or in any way partake in such activities.

Supplier will not give, offer or promise to give or authorise, directly or indirectly, any financial or other advantage to another person in violation of, or that would cause any risk for Egiss or its representatives to be in violation of our Code of Conduct in general, and anti-corruption laws in specific.

The supplier shall not accept or provide any gifts or favours to or from government officials or commercial parties for or on behalf of Egiss.

The Egiss Anti-bribery and Anti-corruption Policy can be found [here](#).

Conflict of interest

Egiss' Suppliers are further required to avoid and prevent any situation in which the personal or financial interests of their employees may be found to be in conflict with the interests of Egiss.

Labour and human rights

Egiss upholds the principles of the Universal Declaration of Human Rights, the ten principles of the UN Global Compact, and the International Labour Organisation (ILO) 's labour and social standards.

We expect our suppliers to adhere to the standards and UN Principles regarding Human and Labour Rights, and all ILO Conventions and Recommendations.

Egiss' suppliers are required to respect all applicable laws, regulations and international standards related to labour practices and protection of human rights.

This includes compliance with child labour laws, anti-discrimination practices, health and safety standards, working conditions, working hours, compensation, right to association and freely chosen employment.

Health and safety

Egiss expects that Suppliers uphold health and safety standards via ISO 45001 or corresponding practices.

We expect suppliers to provide a safe and healthy working environment for employees and others on their sites.

Suppliers must also ensure the management of

hazards and risks associated with their operations, including the provision of adequate protective equipment.

They must ensure continuous training of their employees about workplace safety practices and support workers' engagement, including empowering workers to raise any unsafe practice or condition without fear of reprisal.

Diversity, Equity & Inclusion

Suppliers shall commit to a workplace free from discrimination, harassment and abuse. The supplier must treat its employees with fairness, dignity and respect.

Egiss requires that its suppliers ensure equal opportunity and treatment of their employees and refrain from discrimination in any form.

Suppliers must not use or permit the use of corporal punishment or other forms of mental or physical coercion, sexual harassment, or abuse, nor execute threats of such treatment.

Egiss encourages suppliers to promote inclusion and diversity among their workforces.

Labour and human rights



Employment conditions

Suppliers shall ensure appropriate remuneration and guarantee the national minimum wage under applicable legislation.

Suppliers shall adhere to the maximum legal working hours in the respective country of employment.

Suppliers shall recognise employees' freedom of association and neither favour nor discriminate against members of workers' organisations or unions.

Child or forced labour

Customers, suppliers, and business partners must guarantee that they do not engage in child or forced labour as part of their production and that production is

otherwise in accordance with legislation in the country in which the supplier is domiciled and with ILO's conventions no. 182 and no. 138 on child labour.

Conflict minerals

Egiss is committed to sourcing from vendors and suppliers using only conflict-free minerals and, to the extent possible, only sourcing from smelters that have been audited and verified by RMAP or equivalent programs. Suppliers are to guarantee that they only use conflict-free minerals and comply with all international and national environmental laws and material content restrictions related to conflict minerals.

The Egiss Conflict Mineral Policy can be found [here](#).

Environmental responsibility

Egiss expects its suppliers to ensure adherence to environmental responsibility via ISO 14001 or corresponding practices.

The supplier must have an environmental policy, covering environmental protection and means to combat climate change.

Suppliers shall strive to develop and implement environmental procedures that include measurement and monitoring in order to identify environmental risks and impacts and to ensure pollution prevention measures are in place.

The supplier must be committed to take action in the following areas:

- Suppliers are expected to proactively and continuously reduce the greenhouse gas (GHG) emissions connected to the products, services, and activities performed;
- They must strive to reduce waste, energy, and emissions to air, ground, and water;
- The handling, storage, and disposal of hazardous materials, such as chemicals and/or waste, must be done in an environmentally safe manner;
- Suppliers shall contribute to the recycling and

reuse of materials and products and implement environmentally friendly technologies where possible;

- Suppliers shall have systems in place to prevent and mitigate accidental spills and releases to the environment;
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WEEE

Egiss expect our suppliers and business partners to adhere to the EU Directive “Waste Electrical and Electronic Equipment” (2012/19/EU or later).

Egiss does not manufacture any electrical equipment, and as such, Egiss does not produce waste electrical and electronic equipment. Even so, Egiss supports all legislation regarding sustainable production, consumption, and disposal of waste electrical and electronic equipment to promote resource efficiency and the reuse/recycling of the rare minerals used in the manufacture of IT hardware.

The Egiss Policy on Waste Electrical and Electronic Equipment can be found [here](#).

Raising concerns

Egiss suppliers who believe that an Egiss employee, or anyone acting on behalf of Egiss, is acting unethically, improperly, or illegally should report their concerns swiftly on egiss.net.

Whistleblower

In addition, Egiss expects its suppliers to implement safe internal reporting channels so that any concerns

such as legal or ethical issues, can be brought up and investigated in a diligent manner while providing required whistle-blower protection.

Suppliers shall also take action to prevent, detect, and correct any retaliatory practices.

The Egiss Whistleblower Policy can be found [here](#).



Procedure for adoption and amendments



This policy, and any amendments to it, must be adopted by the Board of Directors of Egiss Group.

Approved and adopted by the Board of Directors,

René von Staffeldt Beck, Chairman of the Board

