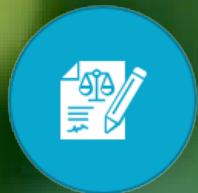


Code of Conduct



Code of
Conduct



Introduction

At AVS Denmark we are committed to running our business in a responsible and sustainable way. Our Code of Conduct forms the basis for how we interact with employees, customers, suppliers and other stakeholders. We strive to create a work environment where ethics, respect and integrity are paramount.

Legal compliance

We expect all employees and business partners to comply with applicable laws in all jurisdictions where we operate. This includes national and international laws and regulations.

This Code of Conduct applies to all suppliers of products and services to AVS Denmark.

It applies to our direct suppliers, including subsidiaries and other affiliated companies. Our suppliers are expected to have adequate procedures in place in accordance with UN and OECD guidelines.

It is the supplier's responsibility to ensure that they and their suppliers follow the international principles set out in this Code of Conduct.

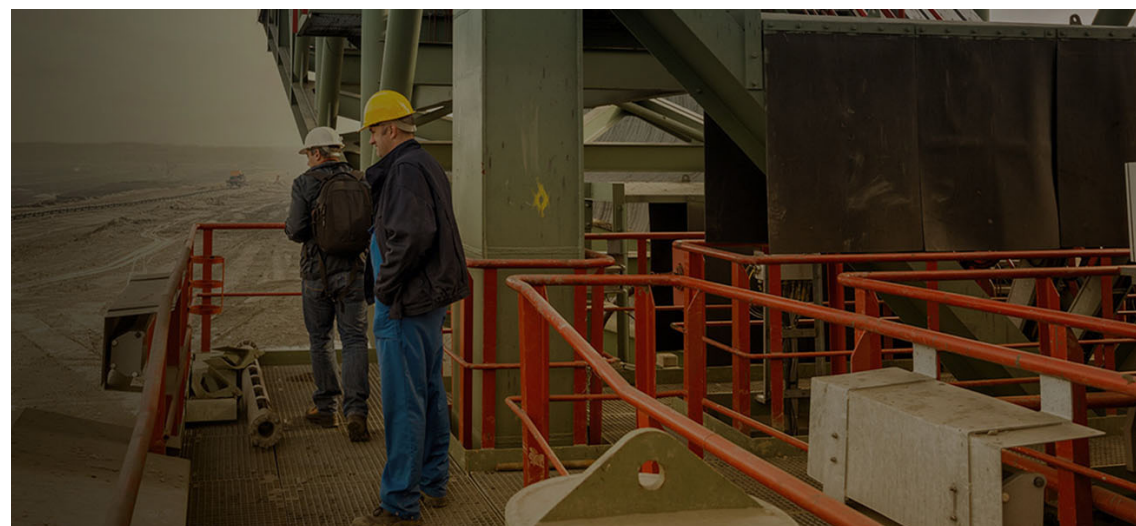


Sustainability is part of our strategy

At AVS Denmark, we equate sustainability with responsibility for both people and the environment. We strive to comply with all relevant compliance obligations, both in relation to our operations, services and the products in our portfolio.

We are actively working to reduce our overall environmental impact by using more environmentally friendly transportation solutions and packaging - and offering more sustainable products to our customers from a lifecycle perspective. We are also taking steps to reduce overall energy consumption in operational activities. Our approach to sustainability is largely driven by our customers' demand and needs in this area.

We expect our suppliers to support this responsibility by offering sustainable solutions, services and products throughout the supply chain and by implementing proper environmental management systems where applicable. Furthermore, we expect our suppliers to comply with all applicable laws and regulations regarding sustainable solutions and follow the international principles set out in this Code of Conduct.



We take social responsibility

Rights and working conditions

AVS Denmark respects and promotes fundamental human rights.

We commit to:

- To ensure equal opportunities and treatment of all employees without regard to race, nationality, social origin, sexual orientation, political or religious beliefs, gender or age.
- To create a work environment free from harassment, threats and discrimination.
- Comply with applicable legislation regarding compensation and working hours.
- Respect employees' right to organize and engage in collective bargaining.

Health and safety

We prioritize the health and safety of our employees.

We strive to:

- To create safe and healthy working conditions for all employees.
- To train our employees in safety procedures and expect them to follow them.
- To implement systems to continuously improve the work environment.

Environmental protection

AVS Denmark is committed to protecting the environment.

That happens when we::

- Complies with applicable environmental legislation and international standards.
- Minimize our environmental impact and continuously improve our environmental protection measures.
- Helping our customers minimize their energy consumption and CO₂ emissions.



Our requirements for suppliers

AVS Danmark sets clear requirements for our suppliers to ensure that they comply with our standards for responsibility and sustainability:

Legal compliance

Our suppliers must comply with all applicable laws and regulations in the jurisdictions where they operate.

Human rights

Our suppliers must respect basic human rights and ensure fair and equal working conditions.

Working conditions

Our suppliers must not use forced or child labor and must ensure a work environment free from discrimination and harassment.

Health and safety

Our suppliers must offer safe and healthy working conditions and have effective safety management systems.

Environmental protection

Our suppliers must minimize their environmental impact and comply with applicable environmental legislation.

Anti-corruption

Our suppliers must not engage in any form of corruption or bribery.



Implementation and compliance

We expect our suppliers to take responsibility for managing and preventing negative impacts on human rights, the environment and anti-bribery and corruption in accordance with international due diligence guidelines:

- Identify, avoid, mitigate and account for the management of adverse impacts in accordance with the UN Guiding Principles on Business and Human Rights.
- For serious impacts, suppliers must notify AVS Denmark and explain actions to terminate, prevent and mitigate recurrence.
- AVS Denmark reserves the right to verify compliance with the Code of Conduct through self-assessment forms and internal or external audits.
- Control activities focus on suppliers with a high risk of non-compliance and where collaboration can lead to continuous improvement.
- AVS Denmark encourages suppliers to continuously improve their efforts to meet international standards and best practice.
- Non-compliance, notification of serious impacts or willingness to improve is considered a breach of contract, which may lead to termination of the collaboration.

This Code of Conduct is binding for all employees and business partners. Violations will be taken seriously and may result in disciplinary action, including termination of working relationships



Implementation and compliance

Contact AVS Denmark

If you have any questions about the Code of Conduct, you can contact AVS Denmark at mail@avsdenmark.dk

For AVS Denmark

July 2024

Signature

Kjeld Bagger,
CEO

Kenn Westh Jensen,
Administration

For supplier

As a supplier to AVS Denmark, I confirm that I have read and understood AVS Denmark's Code of Conduct

Company _____

Name _____

Job function _____

Signature _____

WE SUPPORT



References

- UN Global Compact
- UN Guiding Principles on Business and Human Rights
- International Bill of Human Rights
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Business Conduct
- International Labor Standards (ILO)
- EU directives and regulations