



# Supplier code of conduct

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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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## 1 Foreword by the Chairman of the board

At Egiss, our suppliers are more than vendors – they are partners in delivering IT as expected. We rely on you to uphold the same standards of integrity, responsibility, and transparency that define Egiss.

This Supplier code of conduct sets out the principles and behaviours we expect from every partner across our global supply chain. Compliance with this Code is not a box-ticking exercise; it is the foundation of trust between Egiss and its suppliers.

When you commit to these standards, you show your commitment to fair labour practices, sustainable operations, and ethical business. And let's be clear: compliance is not optional – it is the license to operate.

Together, by holding ourselves to these standards, we protect our businesses, our people, and the planet we share. Thank you for standing with us.

René von Staffeldt Beck  
*Chairman of the board*

## 2 Introduction

Egiss expects all suppliers to conduct business in strict compliance with the laws and regulations of the countries in which they operate. Compliance, however, is only the starting point. Suppliers are expected to act responsibly, ethically, and sustainably in all dealings with Egiss. This Code sets out the standards and behaviours we require of our supply chain partners. By adhering to this Code, suppliers demonstrate their commitment to integrity, accountability, and respect for people and the environment.

## 3 Egiss promise

Egiss pledges to build strong and lasting relationships with suppliers who share our values. We promise to treat our suppliers fairly, transparently, and with respect, and we expect the same in return. Our global reach carries influence, and with it comes responsibility: every supplier plays a part in upholding Egiss' reputation. Compliance with this Code is not just a contractual obligation – it is a shared commitment to responsible business.

## 4 Guiding questions for suppliers

When making decisions in the course of business with Egiss, suppliers should ask themselves:

- Is it legal?
- Is it in line with Egiss' expectations and this Code?
- Is it ethical and responsible?
- Will it reflect positively on our business relationship?
- Would everyone involved be comfortable if this decision were made public?

If the answer is 'no' to any of these questions, vendors and suppliers are expected to reconsider their actions and seek clarification together with Egiss.

## 5 Objectives of the programme

The purpose of this Supplier code of conduct is to:

- Define the ethical and compliance standards required of all Egiss suppliers.
- Ensure suppliers integrate respect for human rights, labour rights, and environmental protection into their operations.
- Establish preventive measures to reduce risks of misconduct within the supply chain.
- Require transparency and accountability in all dealings with Egiss.
- Provide a clear framework for reporting, investigating, and resolving concerns.

This programme is reviewed regularly to ensure it reflects global standards and Egiss' own values.

## 6 Decent and honest conduct

Suppliers must always act with integrity, honesty, and fairness in their dealings with Egiss. This includes providing accurate information, maintaining transparent records, and avoiding any practices that could be considered misleading or fraudulent. Egiss expects suppliers to protect confidential information, respect intellectual property rights, and reject all forms of corruption. In practice, this means:

- Ensuring accuracy in invoices, contracts, and communications.
- Rejecting money laundering, hidden transactions, or other unlawful practices.
- Maintaining openness in supply chains and being ready to demonstrate compliance when requested.

## 7 Suppliers' responsibilities on Human and labour rights

### 7.1 Human and labour rights

All vendors and suppliers must respect international conventions on human and labour rights. Forced, bonded, or child labour is strictly prohibited. All workers must be employed freely, treated with dignity, and provided with fair conditions in accordance with the ILO standards.

## **7.2 Anti-discrimination and diversity**

Suppliers must foster workplaces free from discrimination, harassment, and bias. Egiss expects suppliers to value diversity and inclusion, ensuring fair treatment for all workers regardless of background or status.

## **7.3 Working hours and remuneration**

Suppliers must comply with laws regulating working hours, rest periods, and overtime. Wages and benefits must meet or exceed legal requirements and industry standards, ensuring workers are fairly compensated for their efforts.

## **7.4 Health and safety**

Suppliers must provide safe and healthy workplaces, with appropriate measures to prevent accidents and injuries. This includes adequate training, protective equipment, and proactive risk management. Mental well-being should be respected and assessed alongside with physical safety.

## **7.5 Employment contracts**

All workers must be provided with written contracts outlining their rights, responsibilities, and terms of employment. Contracts must comply with applicable labour laws and international standards. Egiss encourage to enforce the minimum requirements according to the ILO standards.

# **8 Business ethics**

## **8.1 Anti-corruption and anti-bribery**

Egiss has zero tolerance for bribery and corruption, and we expect the same from our suppliers. Vendors and suppliers must not offer, give, request, or accept bribes, facilitation payments, or anything of value intended to improperly influence decisions.

## **8.2 Measures to prevent money laundering**

Suppliers must not engage in money laundering or permit their operations to be used as vehicles for financial crime. All transactions must be transparent and accurately recorded.

## **8.3 Legal obligations and export control**

Suppliers must comply with all applicable trade and export control laws. Products and services supplied to Egiss must not be sourced, shipped, or sold in violation of sanctions or regulations.

## **8.4 Conflict minerals**

Egiss is committed to sourcing from suppliers using only conflict-free minerals and, to the extent possible, only sourcing from smelters that have been audited and verified by approved 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.

# **9 Environmental responsibility**

Suppliers must have and maintain 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 to identify environmental risks and impacts and to ensure pollution prevention measures are in place.

## **9.1 Responsible recycling and waste handling**

Egiss expect all suppliers to adhere to current and future legal frameworks for recycling and waste handling. Egiss does not manufacture any electrical equipment, and as such, Egiss does not produce waste electrical and electronic equipment. Even so, Egiss requires all suppliers and business partners to comply with 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.

## 10 Whistleblower expectation

Egiss requires suppliers to establish safe and confidential channels for their employees to report misconduct or violations of law and policy. Suppliers must ensure that whistleblowers are protected from retaliation, and reports are taken seriously, investigated thoroughly, and resolved fairly.

## 11 Policies and guidelines concerning customers, suppliers, and partners

Egiss suppliers are expected to apply the same high standards to their own supply chains and business partners. This includes performing due diligence, monitoring compliance, and ensuring that subcontractors or sub-suppliers do not engage in practices that violate this Code. Non-compliance must be addressed immediately.

## 12 Implementation and responsibility

Suppliers must integrate this Code into their business practices, ensuring that employees, agents, and subcontractors understand and comply with its provisions. Egiss reserves the right to monitor compliance and to request evidence or audits as necessary.

## 13 Reporting policy

Suppliers are required to report immediately any breaches of this Code, whether within their own operations or their supply chains. Egiss provides a Whistleblower scheme under <https://www.egiss.net/who-we-are/trust-and-compliance>, as an alternative, breaches can be reported to each C-level member in person or in writing. Suppliers are expected to cooperate fully with investigations.

## 14 Procedure for amendments, revision, and inspections

This Supplier code of conduct will be reviewed regularly and updated as needed to reflect changes in legislation, industry standards, and Egiss' own policies. Suppliers will receive each the current version of this Code once per year.

## 15 Procedure upon suspected non-compliance

Egiss takes violations of this Code seriously. In cases of suspected non-compliance, suppliers will be investigated, and corrective action will be required. Continued violations may result in suspension or termination of the business relationship.

## 16 Documentation and control measures

Egiss ask suppliers to maintain accurate records demonstrating compliance with the focus areas mentioned in this Code. Egiss may request documentation, conduct audits, or carry out inspections to verify compliance.

## 17 Approval by the Board of directors

This Supplier code of conduct has been reviewed and approved by the Egiss board of directors. It reflects Egiss' commitment to working only with partners who share our values and standards. By adhering to this Code, suppliers confirm their role as trusted partners in Egiss' global operations.

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Approved and adopted by the Board of directors,

René von Staffeldt Beck, Chaiman of the board

Document: Supplier code of conduct