

[ALUMECO GROUP - SUPPLIER CODE OF CONDUCT]

Introduction:

This Supplier Code of Conduct defines the basic requirements placed on all sub-suppliers, suppliers and business partners of Alumeco A/S or its affiliated companies ("Alumeco Group").

In the Alumeco Group we require that all purchased products have been manufactured according to environmentally and socially sustainable methods. This Code of Conduct is designed to support our process for identifying suppliers that exhibit a firm commitment to safety, ethics and the environment, and it outlines our expectations to all business partners, suppliers and sub-suppliers.

All sub-suppliers, suppliers and business partners to the Alumeco Group must support the Ten Principles of the UN Global Compact and must, at all times, ensure:

Legal compliance:

- to comply with all relevant laws and regulations and ensure legal compliance through training, awareness, operational control and monitoring. We encourage all to go beyond legal compliance and continuously seek to improve social, ethical and environmental performance.

Anti-corruption:

- to never engage in any form of bribery, facilitation payment, corruption, extortion or embezzlement, or any illegal method to influence public officials, the judiciary or private parties.

Human rights:

- to support and respect the protection of internationally proclaimed human rights stated in the International Bill of Human Rights and the International Labour Organisation's (ILO) declaration on Fundamental Principles and Rights at Work.
- to be non-convicted in human rights abuses.
- to not engage in or support discrimination based on race, skin colour, sex, language, religion, political or other opinion, social class, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age, disability or other distinguishing characteristics.
- to base all employment related decisions, such as hiring, remuneration, benefits, training, advancement, discipline, contract termination and retirement only on relevant and objective criteria.
- to not use or benefit from child labour and in all circumstances comply with the minimum age of employment stated in the ILO conventions and national regulations. The minimum age for employment shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years (or 14 years where established by national laws in accordance with the ILO developing-country exception).
- to not involve employees under the age of 18 in potentially hazardous work.

Labour:

- to provide safe and healthy working conditions and protect employees from hazards and dangers in the workplace. All health and safety policies and procedures must comply with applicable laws and regulations and must be followed by all employees.
- to respect the rights of employees to associate freely and join (or not join) worker's organisations of their own choice. There shall be no dismissals, discrimination, harassment or intimidation due to association or union.
- to not participate in or benefit from any type of forced, bonded or indentured labour or human trafficking. Workers shall be allowed to move around freely and leave their workplace when their shift ends.
- to comply with all local laws and regulations regarding wage, overtime wages, sick leave and other elements of compensation.
- to grant all workers at least one day off in every seven-day period.

Climate and environment:

- to maintain awareness of current climate and environmental legislation and ensure legal compliance.
- to work systematically to prevent adverse climate and environmental impacts from its activities, products and services by means of a proactive approach and responsible management.
- to report on climate and environmental impacts and strive to make continuous improvements.
- to strive towards minimising climate and environmental pollution.
- to set up and use a reasonable environmental management system.

Data security:

- to follow all legal requirements for data protection and protect privacy and rights regulated by the General Data Protection Regulation (GDPR).

We reserve the right to audit the sub-supplier's, supplier's or business partner's compliance with the requirements stated above. If a sub-supplier, supplier or business partner does not meet the requirements stated in this Code of Conduct, we are entitled to consider this non-compliance as a substantial breach of the obligations towards Alumeco Group and/or direct said business partner to apply a counteractive action plan to remedy the non-compliance within a specified period. If non-compliance have not been remedied within this period, the Alumeco Group has the right to terminate the contract.

We hereby certify to have fully read and understood the Alumeco Group Supplier Code of Conduct.

We commit ourselves to respect this Code of Conduct and to fully comply with all of its principles.

Place and date

Name of company

Name of representative

Signature