

To suppliers and cooperating partners

Jensen Metal A/S

Date: **23.02.2021**

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Society is the responsibility of all of us!

Responsible supplier management is about the relations to the company's suppliers to ensure that they comply with the same requirements which the company wants to comply with, namely that they show social responsibility. In that connection, Jensen Metal has prepared this "*Supplier Code of Conduct*", which contains guidelines for the demands we make to our suppliers/cooperating partner concerning social, ethical and environmental matters.

It is important to Jensen Metal that we can guarantee to our customers that our deliveries live up to the demands we make to ourselves. To ensure that the entire value chain fulfils our demands, all suppliers used by Jensen Metal must adhere to this Supplier Code of Conduct.

Supplier Code of Conduct

Compliance with the legislation

In addition to our demands for the supplier/cooperating partner, the supplier/cooperating partner must in all contexts adhere to international, national and local legislation and various provisions and industry standards.

Environmental matters

The supplier must minimise its own environmental impact and continuously seek to limit its environmental impact further.

The supplier must avoid prohibited or harmful substances in products or materials that form part of the delivery.

The supplier must, in an environmentally proper way, dispose of harmful waste and to the extent possible let waste be recycled.

Working conditions

All the employees of the supplier must have orderly conditions, including a contract of employment and a work permit, and the terms of employment must at least adhere to applicable legislation in the said country and the UN Global Compact.

The supplier must display much social responsibility in all employment conditions so that the workplace is considered a good one. The supplier must ensure that the work performed is planned in a way as to avoid industrial accidents and work-related injuries.

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In the case of accidents, they must be reported to the authorities, and recurrences must be prevented.

The supplier must ensure that the employees work in a healthy and safe working environment.

The supplier must continuously train the employees on relevant safety-related conditions.

Human rights

The supplier must grant its employees freedom to conduct collective negotiations through their respective unions. The supplier may not exercise differential treatment against the employees' representatives or members of trade unions. The supplier must ensure that no forced labour or child labour is used for the products and services delivered. The supplier must have strict focus on the observance of the Danish Working Environment Act for young persons under 18 so that they do not perform hazardous work which may entail physical or mental injury.

The supplier must ensure that the employees are not discriminated as regards ethnic or national origin, gender, race, religion, beliefs, sexual orientation, language, political conviction, age, disability or social origin. The supplier must hire employees on equal terms as regards pay, benefits, education, promotions, dismissals, pensioning, working conditions and allocation of assignments.

Business ethics

The supplier must run a socially responsible business in which the supplier makes high demands on both its own and suppliers' and cooperating partners' way of working. The supplier must run and develop its business on fair and free competitive terms and must ensure that suppliers and cooperating partners do the same.

The supplier must always observe Danish and EU legislation, and Danish companies must present financial statements according to Danish company law. The supplier must ensure that suppliers and cooperating partners fulfil Danish legislation. At the same time, the supplier must ensure that all suppliers and cooperating partners as a minimum adhere to this Supplier Code of Conduct.

The supplier must treat information supplied by Jensen Metal with the required confidentiality.

The supplier must have a zero-tolerance policy in connection with bribery or corruption of any nature. We do not offer or receive gifts, invitations etc. of a size or nature that may leave our suppliers, cooperating partners, customers or ourselves with the inappropriate impression of the object (bribery), or which otherwise may influence a business agreement.

The supplier must greatly oppose to any type of money laundering.

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Responsible sourcing

The supplier must ensure that all suppliers and cooperating partners comply with this Supplier Code of Conduct or a similar one at the same level or better.

The supplier must ensure, through auditing of suppliers and cooperating partners, that this Supplier Code of Conduct or similar is complied with.

The supplier must ensure that deviations from this Supplier Code of Conduct are complained of in relation to suppliers and cooperating partners, and if the matters complained of are not corrected, the trading relation must cease.

The supplier must ensure that no substances, chemicals etc. prohibited in Denmark/EU are used in the solutions and services delivered.

Violations

Jensen Metal's Supplier Code of Conduct is defined by the general management and is evaluated continually.

Until no later than 17 December 2023, all communication about noncompliance with our Supplier Code of Conduct is received by your sending an e-mail to everyone in Jensen Metal's management team at the same time.

sst@jensenmetal.dk; asc@jensenmetal.dk; tom@jensenmetal.dk; frp@jensenmetal.dk

If you want to be anonymous, you may write a letter and address the letter to Jensen Metal's management team. However, we would request you to state your name.

Reporting cannot be made in any other way.

After 17 December 2023, the mandatory whistleblowing system will be established.

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