

## Supplier Code of Conduct

The purpose of this supplier code of conduct is to establish the minimum standards, expectations, and encouragement for all suppliers conducting business with Roliba A/S. This document is grounded in the principles of Environmental, Social, and Governance (ESG) responsibility, ensuring that our supply chain aligns with our values of sustainability, fairness, and transparency. Additionally, this code provides a framework for maintaining safe working conditions, promoting the fair and respectful treatment of employees, upholding ethical business practices, and ensuring compliance with legal and regulatory standards.

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## Environmental Responsibility

### Compliance with Environmental Laws

- ▶ Suppliers must comply with all applicable, local and international, environmental laws and regulations.
- ▶ Proactive management of environmental impact, including air emissions, waste, energy, and water use, is strongly encouraged.

### Sustainable Resource Use

- ▶ Suppliers must source natural resources responsibly, prioritizing sustainable and renewable materials.
- ▶ Suppliers must protect local ecosystems and avoid environmentally harmful practices such as deforestation, habitat destruction, and illegal wildlife trade.
- ▶ Proactive efforts to reduce, reuse, and recycle materials are strongly encouraged.

### European Union Deforestation-free Regulation (EUDR)

- ▶ Suppliers must comply with EUDR and be able to deliver valid and verifiable documentation that the products in the EUDR categories are compliant with the EUDR directive.

### Reduction of Greenhouse Gas Emissions

- ▶ Suppliers must work to minimize greenhouse gas emissions through energy-efficient processes and the use of renewable energy where possible.
- ▶ Suppliers are encouraged to monitor, measure, and report their carbon emissions, both at the organizational and product-specific levels, following recognized international standards such as the Greenhouse Gas Protocol.
- ▶ Participation in carbon reduction initiatives through recognized framework is encouraged.

### Chemical Management and Waste Disposal

#### Chemical Management

- ▶ Suppliers must responsibly manage all chemicals and hazardous materials to minimize risks to human health and the environment.
- ▶ Suppliers must comply with all applicable laws and regulations regarding chemical substances, including the European Union's Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) Regulation (EC 1907/2006), where applicable.

- ▶ Proper procedures for handling, storage, and disposal of chemicals must be established and followed, in compliance with local, national, and international laws.
- ▶ Suppliers should strive to reduce the use of hazardous substances by seeking safer alternatives whenever possible.

#### **Waste Management**

- ▶ Suppliers are strongly encouraged to minimize waste generation through practices such as recycling, reusing materials, and optimizing production processes.

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## **Social Responsibility**

### **Respect for Human Rights**

- ▶ Suppliers must not engage in forced labor, human trafficking, or child labor, in compliance with ILO Conventions No. 29 (Forced Labour) and No. 105 (Abolition of Forced Labour).
- ▶ All work must be voluntary, and workers must be of legal working age, following ILO Convention No. 138 (Minimum Age) and No. 182 (Worst Forms of Child Labour).

### **Fair Labor Practices**

- ▶ Suppliers must comply with all labor laws regarding wages, working hours, and overtime, in line with ILO Conventions No. 1 (Hours of Work) and No. 95 (Protection of Wages).
- ▶ Workers must be compensated fairly and provided with reasonable working hours, including voluntary overtime.
- ▶ We expect that our suppliers can live up to internationally recognized standards for responsible business social performance such as Amfori BSCI.

### **Non-Discrimination and Equal Opportunities**

- ▶ Suppliers must provide equal employment opportunities without discrimination, in accordance with ILO Conventions No. 100 (Equal Remuneration) and No. 111 (Discrimination in Employment and Occupation).

### **Health and Safety**

- ▶ Suppliers must ensure a safe and healthy working environment, as required by ILO Convention No. 155 (Occupational Safety and Health).
- ▶ Necessary safety training and equipment must be provided to prevent workplace injuries and illnesses.

### **Freedom of Association**

- ▶ Suppliers must respect workers' rights to freely associate and engage in collective bargaining, in accordance with ILO Conventions No. 87 (Freedom of Association) and No. 98 (Right to Organize and Collective Bargaining).

## Governance and Ethical Business Practices

### Legal Compliance

- ▶ Supplier must comply with all applicable local and international laws and regulations governing business practices.

### Anti-Corruption

- ▶ Suppliers must conduct business with integrity, avoiding all forms of corruption, bribery, and fraudulent practices.

### Transparency

- ▶ Suppliers should maintain accurate records and be transparent in their operations.

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## Acknowledgment and Commitment

By signing this Supplier Code of Conduct, you acknowledge that you have read and understood its contents. You agree to comply with the standards and expectations outlined herein, recognizing that adherence to these principles is essential for fostering a sustainable, ethical, and socially responsible partnership with Roliba. Your commitment ensures that together we contribute positively to the environment, uphold human rights, and maintain the highest standards of governance in all our business activities.