



Code of Conduct for Suppliers

Idé-Pro Skive A/S has a strong commitment to economic, environmental, and socially sustainable development. As a result of this commitment, Idé-Pro has subscribed to the principles of the United Nations Global Compact (www.unglobalcompact.org). Idé-Pro strongly believes that it is the mutual interest of both Idé-Pro and its suppliers to meet the present and future requirements of markets and society. This includes demonstrating responsibility towards the people taking part in the manufacture and delivery of products and services.

Supplier shall take all necessary actions to ensure Supplier's compliance with this Code without undue delay. In addition to complying with the Code, Supplier shall comply with applicable local legislation.

If Idé-Pro finds or suspects incidents of non-compliance with the code related to Supplier and Idé-Pro informs supplier hereof, Idé-Pro expects the Supplier to investigate and correct issues of non-compliance as soon as possible and within an agreed timeframe. If the Supplier does not show willingness to correct these issues Idé-Pro will consider terminating the business relationship with Supplier.

Idé-Pro may conduct announced audits at Suppliers sites, including the Supplier's manufacturing facilities to verify that the supplier is following CoC. CoC audits may be performed either by Idé-Pro employees or by a third-party auditor chosen by Idé-Pro.

For general questions or comments on CoC Supplier may contact Supplier's procurement contact at Idé-Pro.

The supplier and/or third-party intermediary declare herewith to:

Human rights

Businesses should support and respect the protection of internationally proclaimed rights; and make sure that they are not complicit in human rights abuses.

Refuse to tolerate any unacceptable treatment of individuals. Promote equal opportunities and treatment of individuals.

Labor practices

The Supplier should grant its employees the right to freedom of association and right to collective bargaining.

The Supplier must under no circumstances use, or in any other way benefit from force-labour such as bonded labour, prison labour, slavery, human trafficking, or retention of identification documents of employees in their business operations.

The use of child labour by the Supplier is strictly prohibited. Every child is to be protected from economic exploitation from carrying out work that can be considered dangerous, to have a negative effect on the child's education or to be harmful to the child's health or development.

The Supplier should not accept discrimination, threats, oppression, or harassment in any form in respect of employment and occupation within their business operation.



Act in accordance with the applicable statutory and international standards regarding health and safety and provide safe working conditions.

Comply with the maximum number of working hours outlined in the applicable laws.

Provide fair remuneration and guarantee the applicable national statutory minimum wage.

Fair operating practices

The Supplier must work against all forms of bribery, corruption, cartels, and unlawful restrictive trade practices in their business operations.

Comply with the laws of the applicable legal systems.

Act in accordance with national and international competition laws and refrain from participation in price fixing, market or customer allocation, market sharing or bid rigging with competitors.

Respect the intellectual property rights of others.

Comply with the principles of non-discrimination regarding supplier selection and treatment.

Environmental protection

The Supplier shall support a precautionary approach to environmental challenges and promote greater environmental responsibility as well as encouraging the development and diffusion of environmentally friendly technologies. Supplier shall commit to reducing the environmental impact of its manufacturing process.

Supplier shall contribute to the recycling and reuse of materials and products to the extent possible.