



Code of
Conduct

Mekoprint Partner Code of Conduct

Introduction

This Code of Conduct for Mekoprint Suppliers and other Partners is based on the commitment of the Mekoprint Group (Mekoprint A/S and subsidiaries – hereinafter “Mekoprint”) to responsible leadership in alignment with universally agreed sustainability principles. For this reason, Mekoprint is a member of the UN Global Compact (www.unglobalcompact.org) and adheres to the 10 principles.

Based on this we've set forth the conduct that all Business Partners are expected to comply with. At the same time, we realize sustainable practices need to be matured over time, so we strive to establish long-lasting cooperation with our business partners. We expect this to be based on your sustainable improvement goals and action plans with mutual improvement dialogue initiated proactively by you as an important part of the collaboration and conclusion of future scope.

General responsibilities

Mekoprint expects its Business Partners to comply with national laws and regulations, internationally proclaimed human rights as well as with the principles expressed in this “Code of Conduct”.

It is the Business Partners responsibility to ensure that its sub suppliers are aware of and adheres to the principles expressed in this Code of Conduct. Upon request, Business Partners shall inform Mekoprint of any sub suppliers used. It is the Partners responsibility to take all necessary and appropriate steps to ensure that Mekoprint's “Code of Conduct” is complied with. It is also the Partners' responsibility to present information and evidence if Mekoprint requests this.

Contact

For general questions about or comments to Mekoprint's “Code of Conduct”, please, contact Mekoprint QHSE department.

Child Labor and Young Workers

Mekoprint expects Business Partners to respect children's rights to development and education according to the *International Labor Organization (ILO)*. Therefore, child labor and the use of children in the workforce is unacceptable. Mekoprint expects that its Business Partners do not have any employees under the age of 15 (in some countries under the age of 14 according to national legislation) or under the compulsory school age in countries where such age is higher than 15 years.

Young workers in the legal workforce of up to 18 years of age shall be exempted from any form of employment or work, which - in terms of its nature or the circumstances under which it is carried out - may be dangerous to their health, safety or morals. Any use of young workers also entails a need to ensure wellbeing and support in a social situation for the young worker to be prioritized and addressed including, but not limited to, working hours, schooling and healthcare, remuneration or compensation program.

Forced Labor

Business Partners shall not participate in, or benefit from any form of Forced labor, including debt work, non-cancellable contracts of employment or involuntary labor of prisoners, trafficking and other forms of modern slavery.

Discrimination

Business Partners shall not engage in any form of discrimination including, but not limited to gender, gender identity, race, ethnicity, religion, age, marital or parental status, disability, sexual orientation, nationality, political opinion, union affiliation, social background, HIV status, caste, veteran status or any other personal characteristics, disabilities or diversities protected by applicable law.

Working environment

Mekoprint expect all Business Partners to provide healthy and safe working conditions and take all reasonable precautions to protect employees against occupational hazards and foreseeable hazardous situations at work. Mekoprint Business Partners shall comply with all applicable local laws and regulations to avoid accidents and health damage caused by, related to or arisen during work for Mekoprint.

Mekoprint expects Business Partners to be continually improving working conditions and reducing occupational risks and hazards, for example, by setting goals and providing necessary and adequate training. Business Partners are encouraged to foster a culture of diversity and inclusion, and to provide equal opportunities for all their employees.

Working hours and Living wages

Mekoprint expects its business partners to commit to paying wages that ensure dignity and sustainability for their employees, as well as compensate employees fairly and comply with the statutory minimum standards. Working hours must be in accordance with national legislation. All laws and regulations on wages and work, including those regulating minimum wages, overtime pay, sick leave, peace-rate and other forms of compensation must be respected.

The right to organize and to debate commonly

Mekoprint expects the Business Partners to respect the right of employees to freely organize themselves into legal trade unions and to participate in collective bargaining of their choice.

Environment

Mekoprint expects all Business Partners to comply with local and international laws. Business Partners are therefore expected to strive to reduce wastage and the pollution of air, earth and water.

Business Partners shall actively strive to increase the positive and limit the negative impact of their operations and supply chain on the environment and society by establishing environmental plans that are focused on critical impacts on the environment throughout the entire life cycle.

Chemical and Hazardous material Management

Suppliers shall identify potentially hazardous substances in chemical products and articles used in their production and ensure that they are handled, transported, stored, recycled and disposed of safely.

Substances included in products delivered to the Mekoprint A/S shall fulfil the European environmental requirements RoHS and REACH, including the SVHC List and any updates thereof.

The supplier must demonstrate sufficient due diligence regarding the procurement, extraction and handling of conflict minerals (tantalum, tin, tungsten, gold and cobalt). The supplier must ensure that none of these minerals contained in the products are produced by suppliers that directly or indirectly finance or benefit armed groups that are perpetrators of human rights violations or otherwise directly or indirectly contribute to human rights violations.

Anti-Corruption and Bribery

Mekoprint expects the highest degree of integrity and honesty in all business activities. Business Partners shall not engage in, endorse nor tolerate any form of bribery, corruption or money laundering, directly or indirectly. Suppliers shall not offer or accept any form of improper benefit to or from a third party, private or public, with the purpose of obtaining or retaining business or any form of preferential treatment. Such benefits may comprise not only cash but also job opportunities, favors, travel, facilitation payments, promises to pay debts or unlawful gifts and entertainment.

The Mekoprint Group "Code of Conduct" for Business Partners has been received, read and accepted

Company name

Manager name

Manager title (QHSE or related business manager role)

E-mail

Telephone no.

Date:

Signature

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