

The Code of Conduct comprises a set of principles that describe the conduct we expect from our employees, our boards of directors, members of our committees and the companies we collaborate with.

Environmental focus - Social responsibility - Governance - Compliance

**ENVIRONMENT** Johs. Pedersen A/S, our employees and our suppliers are expected to continuously improve environmental protection and must comply with applicable laws and regulations concerning the environmental protection.

**BASIC HUMAN RIGHTS** Johs. Pedersen A/S will not deal with suppliers that violate basic human rights; for instance, discriminate or use forced labour in the workplace. Suppliers must comply with applicable laws and regulations concerning basic human rights.

**CHILD LABOR** Johs. Pedersen A/S Suppliers must comply with applicable laws and regulations concerning child labor and must follow all the restrictions under Danish or European law.

**COMPENSATION AND WORKING HOURS** Johs. Pedersen A/S values a healthy work-life balance. Suppliers must comply with applicable laws and regulations concerning employee compensation and working hours. Also, our suppliers are expected to embrace collective bargaining and union membership.

**HEALTH AND SAFETY** Johs. Pedersen A/S, our employees and suppliers are continually improving the occupational health and safety in the workplace. Johs. Pedersen and our suppliers must comply with applicable laws and regulations concerning occupational safety and health.

**SOCIAL RESPONSIBILITY** Johs. Pedersen A/S continually focus on educating our employees, having trainees, collaborating with educational institutions, and offering a workplace for people who are struggling to find their way to a fulltime job.

**FAIRNESS** Johs. Pedersen A/S and its employees will not engage in, accept nor facilitate bribery, kickbacks, or other forms of improper payments compromising fairness in relations.

**GIFTS** Johs. Pedersen A/S and its employees are permitted to receive gifts of limited monetary value, the receipt of gifts shall not compromise the employee's decision making.

Johs. Pedersen has a continued focus on our:

- Responsibility towards the quality of the products we put to market.
- Responsibility towards the people producing, handling, and using the products.
- Responsibility towards the communities in which the products are produced.
- Responsibility towards the community where we are located, and our employees live.

Acknowledging the importance of subsidiarity, we choose to include our suppliers in our efforts to fulfil the responsibilities 2 and 3 thereby inspiring them to become even more responsible acknowledging their autonomy. To achieve this, this document specifies what we expect from a supplier to Johs. Pedersen A/S, in addition to quality products. To be clear, compliance with these provisions is an integral part of our overall supplier evaluation. At Johs. Pedersen A/S we adhere to the specified provisions and therefore expect our suppliers to do the same. The provisions are neither meant to undermine nor to be used to undermine national labour inspectorates. Finally, the provision should not be used to lower standards in cases where suppliers exceed applicable laws and regulations concerning a given issue.

Suppliers to Johs. Pedersen A/S are expected to comply with our Code of Conduct. Furthermore, suppliers are obliged to secure that their suppliers and sub-contractors operate within the scope of our Code of Conduct. Lastly, suppliers are expected to continuously improve performance on the provisions in this code of conduct.

Johs. Pedersen A/S aim to have a governance structure that ensures effective, swift, and transparent decision-making, high level of knowledge and accountability in the workplace. We value community, openness, and adaptability.

## Key Components of the Governance Structure

- **Board of Directors**  
The Board oversees the organization's overall strategic direction, ensures compliance with legal and regulatory requirements, and provides guidance on critical business decisions.
- **Executive Leadership Team**  
This team manages day-to-day operations, implements strategic initiatives, and reports to the Board on performance and risks.
- **Committees**  
Specific committees, such as Audit, and work environment Committees, focus on specialized areas to provide detailed oversight and recommendations.
- **Policies and Frameworks**  
Clearly defined policies and operational frameworks guide decision-making, ensuring alignment with organizational values and compliance standards.
- **Risk Management and Compliance**  
Our governance model integrates robust risk management practices, enabling proactive identification, assessment, and mitigation of risks while ensuring compliance with all relevant laws and standards.
- **Performance Monitoring and Reporting**  
Governance mechanisms include regular performance reviews, financial reporting, and data-driven assessments to drive accountability and continuous improvement.



Martin B Pedersen,  
Owner