

GENPACK CODE OF CONDUCT



Genpack creates products for a sustainable future.

It is our ambition and our responsibility. Through our technologies, products, ideas and innovation, we are working to make the best possible contribution to a sustainable future for everyone. We are strictly committed to high standards of legal compliance and business ethics. **This our Code of Conduct** defines the boundaries within which we as Genpack company and employees must act to comply with laws and internal policies.

Ensuring the principles of sustainable development in our supply chain is important to us. We want to partner with our employees to further develop our sustainability performance in daily work. We expect our employees to fully comply with all applicable laws and to adhere to internationally recognized human rights as well as environmental, social, and corporate governance standards (“**ESG Standards**”) as in particular laid down in international conventions.

We also expect our suppliers to implement these standards with their suppliers and subcontractors.

We particularly expect of our company and all members of the Genpack team to support, embrace and enact the following ESG Standards, which are based on the ten principles of the United Nations Global Compact initiative, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization, Declaration on Fundamental Principles and Rights at Work.

Environment

- ⚙ We comply with all applicable environmental, occupational health and safety regulations as stated by management and legal requirements, international conventions on environmental standards.
- ⚙ We protect our fellow employees’ and neighbours’ life and health, as well as the general public at large against hazards inherent in your processes and products.
- ⚙ We promote the safe and environmentally sound development, manufacturing, transport, use and disposal of our products.
- ⚙ We use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water and soil.
- ⚙ We ensure by using appropriate management systems that product quality and safety meet the applicable requirements.
- ⚙ We minimize our negative impact on biodiversity, climate change and water scarcity to protect the livelihood of people.



Social

- △ We ensure that Genpack protect internationally proclaimed human rights in our operations and for our employees, and do not directly or indirectly use forced labour (including, but not limited to, modern slavery and human trafficking) and child labour of any kind, or inputs produced using such labour.
- △ Genpack uphold, in itself and as a member of the Danish Confederation of Industries the freedom of association and the right to collective bargaining in accordance with applicable laws and agreements on the Danish labour market.
- △ We treat our employees with respect, promote an inclusive work environment and prohibit discrimination, unequal treatment, harassment, abuse or inhumane treatment against anyone, for example on the grounds of an individual's ethnic descent or national origin, race or colour, religion or ideology, gender, sexual orientation, gender identity and/or expression, age, physical or mental disability, political or union affiliation, citizenship, maternity, marital status, or any other characteristic protected by applicable law.
- △ We support these aspects also in the selection of our suppliers and subcontractors.
- △ We enable our employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.
- △ We comply with minimum wages and working hours in accordance with local laws, and agreements and ensure compensation of a living wage according to local living conditions.
- △ We ensure that we do not supply products that contain conflict minerals which directly or indirectly finance or benefit armed groups and cause human rights abuses as outlined in Annex II of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Countries (OECD DDG). We expect you to fulfil your due diligence on mineral supply chains according to the recommendations outlined in the OECD DDG.



Governance

- ⚠ We abide by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- ⚠ We consider business integrity as the basis of business relationships.
- ⚠ We prohibit all types of bribery, corruption, and money laundering.
- ⚠ We forbid gifts to private persons or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- ⚠ We respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.
- ⚠ We establish training measures to allow your managers and employees to gain an appropriate level of knowledge and understanding of the content of this Supplier Code of Conduct, the applicable laws and regulations and recognized standards.

Genpack acknowledge the principles stated above and demonstrate our commitment to these standards.

Genpack reserves the right to conduct audits or assessments to ensure our suppliers compliance and will take appropriate steps regarding our relationship with them if there is a reason for concern. Genpack reserves the right to discontinue any relationship for non-adherence to international principles, failure to correct violations, or displaying patterns of non-compliance with these standards.

Further contractual obligations remain unaffected by this Supplier Code of Conduct and take

precedence over the provisions herein. This applies in particular to contractual provisions under which you are obligated to comply with certain ESG Standards and/or requirements under supply chain legislation (i.e. the German Supply Chain Due Diligence Act - Lieferkettensorgfaltspflichtengesetz).

Should you have any concerns about illegal or improper conduct, please contact Genpack Quality at quality@genpack.com

**We at Genpack acknowledge that our customers,
count on our commitment.**