

Nikodan Process Equipment A/S (NPE hereafter) is committed to promoting responsible and sustainable practices across our global supply chain. We expect our suppliers to comply with our standards and expectations regarding the following:

### **1. Child Labour and Young Workers:**

Suppliers shall not employ any person under the age of 15, or under the minimum age for employment set by the applicable law, whichever is greater. Suppliers shall also ensure that any young worker under the age of 18 is not exposed to hazardous working conditions and shall not perform work that may affect their physical and mental development.

### **2. Wages and Benefits:**

Suppliers shall pay their employees at least the minimum wage or the prevailing industry wage, whichever is higher. Suppliers shall also provide their employees with benefits, such as social security, health insurance, and paid leave, in accordance with applicable laws and regulations.

### **3. Working Hours:**

Suppliers shall comply with applicable laws and regulations regarding working hours, overtime, and rest periods. Suppliers shall not require employees to work more than the maximum number of hours per week allowed by law, and employees shall be entitled to at least one day off per week.

### **4. Forced or Compulsory Labor and Human Trafficking:**

Suppliers shall not use forced or compulsory labor or engage in any form of human trafficking. This includes the recruitment, transportation, transfer, or harboring of persons by means of threat, use of force or other forms of coercion, abduction, fraud, deception, or abuse of power.

### **5. Freedom of Association, incl. Collective Bargaining:**

Suppliers shall respect the right of their employees to freedom of association, including the right to form and join trade unions and to engage in collective bargaining. Suppliers shall not discriminate against employees who exercise their right to freedom of association.

### **6. Health and Safety:**

Suppliers shall provide their employees with a safe and healthy work environment and comply with applicable laws and regulations regarding occupational health and safety. Suppliers shall also identify and manage occupational health and safety risks and hazards, and implement appropriate measures to prevent accidents and injuries.

### **7. Harassment:**

Suppliers shall not tolerate any form of harassment or abuse, including physical, verbal, sexual, or psychological harassment, and shall implement measures to prevent and address such behavior.

### **8. Non-discrimination:**

Suppliers shall not discriminate against their employees on the basis of race, color, gender, sexual orientation, religion, national origin, age, disability, or any other protected

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characteristic. Suppliers shall also provide equal opportunities for their employees and promote diversity and inclusion.

### **9. Corruption, Extortion, and Bribery:**

Suppliers shall conduct their business with integrity and comply with applicable laws and regulations regarding bribery and corruption. Suppliers shall not offer, promise, give, or receive any bribe, kickback, or other illegal or unethical payment or benefit.

### **10. Privacy:**

Suppliers shall respect the privacy of their employees and protect their personal information from unauthorized access, use, or disclosure.

### **11. Financial Responsibility (Accurate Records):**

Suppliers shall maintain accurate and transparent financial records and comply with applicable laws and regulations regarding accounting, tax, and financial reporting.

### **12. Disclosure of Information:**

Suppliers shall disclose relevant information to NPE upon request, including information about their business practices, social and environmental performance, and compliance with our standards.

### **13. Fair Competition and Anti-trust:**

Suppliers shall compete fairly and comply with applicable laws and regulations regarding anti-trust, competition, and fair business practices.

### **14. Conflicts of Interest:**

Suppliers shall disclose any potential or actual conflicts of interest and manage them appropriately. Suppliers shall not engage in any activity that may compromise their objectivity, independence, or ethical standards.

### **15. Counterfeit Parts:**

Suppliers shall not supply counterfeit or unauthorized parts or products, and shall implement appropriate measures to prevent and detect the use of counterfeit or unauthorized parts or products in their supply chain.

### **16. Intellectual Property:**

Suppliers shall respect the intellectual property rights of others and comply with applicable laws and regulations regarding intellectual property. Suppliers shall not use, reproduce, or distribute any intellectual property without the appropriate authorization.

### **17. Export Controls and Economic Sanctions:**

Suppliers shall comply with applicable laws and regulations regarding export controls and economic sanctions. Suppliers shall not engage in any activity that may violate such laws and regulations, including the export of products or services to sanctioned countries or entities.

### **18. Protection of Identity and Non-Retaliation:**

Suppliers shall protect the identity of employees who report any concerns or violations of our Code of Conduct, and shall not retaliate against any employee who raises such concerns or violations.

### **19. Energy Consumption and Greenhouse Gas (GHG) Emissions:**

Suppliers shall measure and manage their energy consumption and greenhouse gas emissions, and implement measures to reduce their environmental impact. Suppliers shall also promote energy efficiency and the use of renewable energy sources.

### **20. Wastewater:**

Suppliers shall manage their wastewater and discharge it in accordance with applicable laws and regulations, and implement measures to reduce the volume and toxicity of their wastewater.

### **21. Air Emissions/Pollution (Other than GHGs):**

Suppliers shall measure and manage their air emissions and implement measures to reduce their environmental impact. Suppliers shall also promote air quality and reduce the release of pollutants into the environment.

### **22. Natural Resources Management and Waste Reduction:**

Suppliers shall manage their natural resources and waste, and implement measures to reduce their environmental impact. Suppliers shall also promote waste reduction and the use of sustainable materials.

### **23. Responsible Chemical Management:**

Suppliers shall manage their chemicals and hazardous materials, and comply with applicable laws and regulations regarding chemical management. Suppliers shall also implement measures to reduce the use of hazardous materials and promote the use of safer alternatives.

NPE values responsible and sustainable practices in our supply chain, and we expect our suppliers to share this commitment. We will work with our suppliers to ensure that they understand and comply with our standards, and we will take appropriate action if any supplier fails to meet our expectations. By working together, we can create a more responsible and sustainable future for all.

The supplier acknowledges that they will conduct their business according to the above standards of Nikodan.