

Supplier Code of Conduct

Ellab request and demand decent and proper conduct of business from company associates involved in trade with Ellab.

Ellab is of the conviction, that it is of unquestionable mutual interest, that existing rules and conventions are adhered to at all times.

In order to trade with Ellab the supplier must of course adhere to all international conventions and national legislation, which are applicable to the country where the work or service is carried out.

In practice this means that Ellab demands the following:

The supplier must:

- Adhere to all current international conventions and national rules and regulations regarding child labour.
- Follow all current rules and regulations regarding safety and work environment, which are in force in the country that the goods are produced or the services carried out. At a minimum the supplier must at least, regardless of country of production - adhere to "ILO Declaration on Fundamental Principles and Rights at Work" (incl. conventions and guidelines). Ellab will judge on an individual basis for each offer, whether it is necessary to impose additional demands regarding work environment.
- Refrain from discriminating their employees directly or indirectly on account of race, religion, age, nationality, sexual orientation or gender.
- Refrain from use of coercion, forced or compulsory labour.
- Refrain from corruption and bribery and demand that their sub-suppliers and cooperation partners do the same.
- Follow all current regulations regarding the environment, which are in force in the country, in which the goods are produced or the services carried out. Ellab will judge on an individual basis for each offer, whether it is necessary to impose additional demands regarding the environment.

It is the responsibility of the supplier to take all relevant and necessary initiatives and measurements in use, to make sure, that they adhere to Ellab Code of Conduct.

It is likewise the responsibility of the supplier, upon the request of Ellab and within a reasonable time frame, to produce all relevant information and documentation to Ellab.

Upon the request of Ellab the supplier must actively take part in Ellab reviews of compliance to Ellab Code of Conduct. Through dialogue, questionnaires, systematic reporting, visits or audits at the address (es) of the supplier, or other measures of confirmation and control that Ellab wish to make use of.

The supplier is wholly responsible for own expenses, incurred in relation to compliance with Ellab Code of Conduct.

Ellab code of conduct is a part of all Ellab purchases and cooperation agreements and in the incident of that the supplier does not comply with the responsibilities, as described in Ellab Code of Conduct, Ellab reserve the right to terminate any cooperation with the supplier and the right to demand compensation for the loss that Ellab may have suffered in connection herewith.

It is the responsibility of the supplier that possible sub-suppliers/sub-contractors adhere to Ellab Code of Conduct. The supplier must at any time, at the request of Ellab, inform Ellab about the suppliers' use of sub-suppliers/sub-contractors.

/Ludvig Enlund, CEO

Hillerød, August 1, 2021