

## Glunz & Jensen Supplier and Customer Code of Conduct

May 31<sup>st</sup>, 2023

The Code of Conduct is valid in Glunz & Jensen and must be addressed when we do business with suppliers and customers:

We comply with all applicable laws and regulations in the countries where we conduct business. We comply with all applicable laws and regulations set by the UN, the EU, the USA, and the UK.

We do not engage in or tolerate any form of corruption, bribery, extortion, or embezzlement, we comply with antitrust and fair competition laws.

We avoid conflicts of interest by disclosing any financial interest that an Glunz & Jensen employee may have in a supplier or customer, and by not accepting or asking for, directly or indirectly, any benefit from a supplier or customer of Glunz & Jensen with a view to granting business with Glunz & Jensen.

We comply with insider trading rules. Glunz & Jensen is a publicly traded company on the Copenhagen Stock Exchange.

We do not engage in a political activity on behalf of Glunz & Jensen.

We will not be complicit in money laundering schemes. We remain alert about payments relating to our business that come from unidentified sources or unrecognized bank accounts, or bank accounts unrelated to the paying party, or that are not aligned with amounts we are expecting to receive in payment.

We comply with export control laws and respect export or trade sanctions or other bans when applicable to our business. If necessary, we will obtain export permits required. Our customers, stakeholders and public authorities expect us to comply with international trade laws.

Among the Company's most valuable assets is its intellectual property. We appreciate that is the same for our business partners. We are committed to protecting our own intellectual property rights and trade secrets and to respect third-party intellectual property rights and trade secrets.

We take responsibility to manage our company's assets with care and to protect them against loss, theft, damage, or misuse. We will not tolerate fraud, theft, embezzlement, improper diversion, or other improper use of company assets.

We respect the privacy of our employees' and business partners' personal data and intend to collect and retain personal data only as required to operate efficiently and as permitted by law. Access to personal data is restricted to those employees who have appropriate authorization and a legitimate business need.

Glunz & Jensen expects same behavior and attitude from our suppliers and customers. Our expectation is that our suppliers and customer comply with laws and regulation set by UN, EU, USA, and the UK. Failure to do comply will cause Glunz & Jensen to address the lack of

compliance and continued unwillingness will have noticeable consequences on our cooperation with said suppliers and customers.

We screen and asses our suppliers and customers on a regular basis to substantiate their compliance to our Code of Conduct.

Glunz & Jensen has a whistleblowing scheme in place and encourages it to be used when deemed necessary:

<https://glunziensen.whistleblowernetwork.net/WebPages/Public/FrontPages/Default.aspx>

The link is also available at:

<https://glunz-jensen.com/content/whistleblower>