

## Code of Conduct

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Pack Tech A/S' "Code of Conduct" is a set of ethical rules for the cooperation between Pack Tech A/S and our suppliers to ensure that materials and services are produced in a way, which lives up to Pack Tech A/S' objective to act responsibly to all parties involved. So, Pack Tech A/S complies with the principles of the UN Global Compact ([www.unglobalcompact.org](http://www.unglobalcompact.org)).

For mutual benefit of both parties we strive to establish long lasting cooperation with our suppliers. Constructive dialogues with our suppliers are part of the process in the conclusion of contracts.

Pack Tech A/S has developed a set of ethical rules for what Pack Tech A/S expects of itself and of our suppliers.

### **PACK TECH A/S GENERAL REQUIREMENTS FOR SUPPLIERS**

#### **General responsibilities**

We expect our suppliers to comply with national laws and regulations as well as the principles expressed in this Code of Conduct.

It is the suppliers responsibility to take all necessary and appropriate steps to ensure that Pack Tech A/S' Code of Conduct is being complied with. It is also the suppliers' responsibility to present information and evidence if Pack Tech A/S so requests.

#### **Contract**

For general questions or comments to Pack Tech A/S' Code of Conduct, please contact the Pack Tech A/S' employee, who is the contact person for the supplier.

### **PACK TECH A/S' CODE OF CONDUCT**

#### **Child labor**

Pack Tech A/S shall respect children's right to development and education, therefore we are not in favor of child labor. We expect that our suppliers do not have any employees under 15 years (in some countries under 14 years according to the national legislation) or under compulsory school age in countries, where such age is higher than 15 years.

Young workers in the legal working age up to 18 years should be exempted from any form of employment or work, which in terms of its nature or the circumstances under which it is carried out, may be dangerous to their health, safety and morals.

If it is found that a child performs work, Pack Tech A/S and all suppliers affiliated to Pack Tech A/S must act in the child's best interest. Any action must improve and not impair the child's situation.

#### **Discrimination**

Pack Tech A/S and all suppliers affiliated Pack Tech A/S shall not discriminate on the basis of personal characteristics in relation to recruitment, compensation, training, promotion, dismissal or resignation.

The use of physical punishment or other form of mental or physical coercion, disciplinary action or sexual harassment is not allowed.

#### **Forced labor**

Forced labor, debt work, non-cancellable contracts of employment or involuntary labor of prisoners is not allowed.

#### **Working environment**

Pack Tech A/S and all suppliers affiliated with Pack Tech A/S must provide healthy and safe working conditions and take all reasonable precautions to protect employees against occupational hazards and foreseeable hazardous situations at work according to local legislation.

Pack Tech A/S and all suppliers affiliated with Pack Tech A/S shall comply with all applicable local laws and regulations to avoid accidents and health damage by related to or arising from work for or to Pack Tech A/S.

We expect the supplier to continually improve working conditions and reduce occupational risks and hazards, for example, by setting goals and providing necessary and adequate training.

#### **Working hours and wages**

Pack Tech A/S and all suppliers affiliated with Pack Tech A/S shall not require that employees work longer than 60 hours

per week, including overtime. If local law provides for shorter working hours, such laws must be respected. Employees shall be entitled to at least one day off in every period of seven days.

All laws and regulations on wages and working, including with respect to minimum wages, overtime pay, sick leave, piece-rate and other forms of compensation must be respected.

The right to organize and to debate commonly Pack Tech A/S and all suppliers affiliated with Pack Tech A/S must allow employees and other attached personnel to organize themselves into legal trade unions and to participate in collective bargaining of their choice.

#### **Environment**

Pack Tech A/S and all suppliers affiliated with Pack Tech A/S are expected to comply with local and international laws. Pack Tech A/S and all suppliers affiliated with Pack Tech A/S must therefore strive to reduce waste and pollution of air, earth and water. Similarly, chemicals shall be managed, deported and discarded in an environmentally sound and safe manner within the existing legislation.

Pack Tech expects that all business partners not only comply with regulations but takes additional measures to safeguard

and document compliance and protection of the environment, including a best-in-class waste management throughout the entire process. This includes any necessary documentation to be delivered to Pack Tech for Pack Tech to document compliance throughout the supply chain.

#### **Corruption**

Pack Tech A/S expects the highest degree of integrity and honesty in all business activities. Pack Tech A/S and all suppliers affiliated with Pack Tech A/S must avoid any form of corruption, direct and indirect, including extortion, fraud and bribery.

#### **Termination of collaboration**

Should a supplier to Pack Tech A/S act against this Code of Conduct on purpose, it can lead to an immediate termination of the cooperation with the supplier. In such case Pack Tech A/S is free of any obligations towards supplier.

#### **Pack Tech A/S**

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Mikkel Ibsen  
CEO

