



## **Code of Conduct**

Idé-Pro Skive A/S has a strong commitment to economic, environmental, and socially sustainable development. As a result of this commitment, Idé-Pro has subscribed to the principles of the United Nations Global Compact ([www.unglobalcompact.org](http://www.unglobalcompact.org)). Idé-Pro strongly believes that it is the mutual interest of both Idé-Pro and its suppliers to meet the present and future requirements of markets and society. This includes demonstrating responsibility towards the people taking part in the manufacture and delivery of products and services.

Idé-Pro will take all necessary actions to ensure compliance with this Code without undue delay. In addition to complying with the Code, Idé-Pro will comply with applicable local legislation.

Idé-Pro declare herewith to:

### **Human rights**

Businesses should support and respect the protection of internationally proclaimed rights; and make sure that they are not complicit in human rights abuse.

Refuse to tolerate any unacceptable treatment of individuals. Promote equal opportunities and treatment of individuals.

### **Labor practices**

Idé-Pro grant its employees the right to freedom of association and right to collective bargaining.

Idé-Pro will under no circumstances use, or in any other way benefit from force-labour such as bonded labour, prison labour, slavery, human trafficking, or retention of identification documents of employees in their business operations.

The use of child labour by Idé-Pro is strictly prohibited. Every child is to be protected from economic exploitation from carrying out work that can be considered dangerous, to have a negative effect on the child's education or to be harmful to the child's health or development.

Idé-Pro will not accept discrimination, threats, oppression, or harassment in any form in respect of employment and occupation within their business operation.

Act in accordance with the applicable statutory and international standards regarding health and safety and provide safe working conditions.

Comply with the maximum number of working hours outlined in the applicable laws.

Provide fair remuneration and guarantee the applicable national statutory minimum wage.

### **Fair operating practices**

Idé-Pro will work against all forms of bribery, corruption, cartels, and unlawful restrictive trade practices in their business operations.

Comply with the laws of the applicable legal systems.



Act in accordance with national and international competition laws and refrain from participation in price fixing, market or customer allocation, market sharing or bid rigging with competitors.

Respect the intellectual property rights of others.

Comply with the principles of non-discrimination regarding supplier selection and treatment.

### **Environmental protection**

Idé-Pro will support a precautionary approach to environmental challenges and promote greater environmental responsibility as well as encouraging the development and diffusion of environmentally friendly technologies. Idé-Pro commits to reducing the environmental impact of its manufacturing process and activities (including, but not limited to):

- Energy efficiency. Reduction of power consumption and greenhouse gas emissions (GHG). Support the focus on renewable energy.
- Decarbonization: Reduce emissions by shifting from fossil fuel to alternative low-carbon energy sources
- Strive to reduce use of scarce natural resources. By this, we also strive to minimize waste and contribute to the recycling and reuse of materials and products to the extent possible.
- Initiate necessary activities for reducing pollution and unwanted impact on nature, including focus on water quality (including consumption and management), air quality, soil quality and noise emissions
- Identify hazardous materials, chemicals and substances in their operation, and ensure their safe handling, movement, storage, recycling, reuse and disposal.
- Establish sustainable resource management.
- For all activities and operations consider impact on animal welfare, biodiversity, land use and deforestation.

Idé-Pro will contribute to the recycling and reuse of materials and products to the extent possible.