



Code of Conduct for Dan Vals A/S

1. Introduction At Dan Vals A/S, we are committed to conducting our business with integrity, responsibility, and respect for ethical principles. This Code of Conduct outlines our expectations for employees, customers, and business partners to ensure compliance with applicable laws and the highest ethical standards.

2. Scope This Code applies to all employees, suppliers, subcontractors, and other business partners associated with Dan Vals A/S. We expect our stakeholders to adhere to these principles in all business dealings.

3. Business Ethics and Compliance

- **Legal Compliance:** We comply with all applicable laws and regulations in the countries where we operate.
 - **Anti-Corruption:** We have a zero-tolerance policy towards bribery, corruption, and fraudulent behavior.
 - **Fair Competition:** We support fair and open competition and avoid any form of anti-competitive behavior.
 - **Confidentiality:** We respect and protect sensitive business information from unauthorized disclosure.
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4. Human Rights and Labor Standards

- **Respect for Human Rights:** We support and uphold internationally recognized human rights.
- **Safe Working Environment:** We ensure a safe and healthy workplace, preventing hazards and promoting well-being.
- **No Forced or Child Labor:** We strictly prohibit the use of forced, bonded, or child labor in our operations and supply chain.



Diversity and Inclusion: We provide equal opportunities regardless of gender, age, ethnicity, religion, or background.

5. Environmental Responsibility

- **Sustainability Commitment:** We aim to reduce our environmental impact by optimizing energy use and minimizing waste.
 - **Responsible Sourcing:** We prioritize suppliers who share our commitment to environmental protection and sustainability.
 - **Carbon Footprint Reduction:** We continuously strive to improve our processes to minimize emissions and promote greener solutions.
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6. Corporate Social Responsibility (CSR)

- **Community Engagement:** We actively contribute to local communities through sponsorships, donations, and educational initiatives.
 - **Employee Development:** We invest in continuous learning and skill development to ensure a competent workforce.
 - **Transparent Communication:** We engage in open dialogue with stakeholders and report regularly on our CSR progress.
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7. Implementation and Compliance

- **Monitoring:** Compliance with this Code of Conduct is reviewed regularly.
 - **Reporting Violations:** Any suspected violations should be reported to the management team or via our confidential whistleblower system.
 - **Consequences:** Failure to comply with this Code may result in corrective actions, including termination of business relationships.
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8. Contact Information For questions or concerns regarding this Code of Conduct, please contact:

- **Dan Vals A/S Compliance Team**
- Email: kp@danvals.dk
- Phone: +45 73575750

Approved by: Kenneth Paulsen, CEO

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