



ALFIX CODE OF CONDUCT - UN GLOBAL COMPACT

Introduction

In Alfix A/S (“Alfix”) we live up to our slogan “Responsible Strength”. We give a promise to our employees, customers, partners and the surrounding society, and we keep that promise by always living up to our core values; being service minded, taking responsibility, keeping an informal yet professional tone, staying trustworthy and acting with dedication. These core values are deeply imbedded in the Alfix DNA. In Alfix, we strive to act responsibly in all our activities and in that way contribute to improving the world around us.

Since its formation in 1963, Alfix has carried through many responsible activities, particularly in the last two-three decades. To name just a few, we have, since year 2000, worked actively on making Environmental Reports, and such reports are updated every third year to make sure we always use the newest strategies and plans for improvement relating to environment and working environment. In 2010, we formalized this work and extended it to also encompass a specific CSR strategy – all for the purpose of playing a more active role based on our core business. The Alfix mission was subsequently updated with the word “Security” as a keyword for the company:

- **Mission: We strive to develop a secure environment for those building the future of the Nordic region.**

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In 2020, we revitalised our vision to ensure that our CSR and ESG (Environment, Social and Governance) work is even more strategic today and in the future:

- **Vision: With more sustainable systems we will win and inspire within the Nordic building sector.**

In 2021, we continued our journey and began our work to implement certain Sustainable Development Goals, which are a collection of 17 interlinked global goals designed to be a blueprint to achieve a better and more sustainable future for all. It was the result of a verification and screening process within the UN Sustainable Development Goals with the certification body Bureau Veritas.

In 2022, we signed up to the Ten Principles of the UN Global Compact which encourage businesses and firms worldwide to adopt sustainable and socially responsible policies. Finally, in the autumn of 2022 we built on our 2021 Sustainable Development Goals screening and initiated a Sustainable Development Goals certification process with Bureau Veritas. The certification cycle is three years.



This Code of Conduct is a set of clear principles governing the partnership and collaboration between Alfix and our suppliers to ensure that all interaction is aligned with our aim of working towards a better world.

Application

Alfix complies with the principles of this Code of Conduct. We also require our suppliers to do the same. Our Code of Conduct extends to all personnel of our suppliers, regardless of employment status with the individual supplier, i.e. both permanent, part-time and short-term employees, and contractors and sub-contractors. Suppliers must ensure that the contents of this Code of Conduct is communicated to all the relevant personnel.

Alfix has signed up to the Ten Principles of the UN Global Compact

Alfix is committed to ethical and responsible business practices, and we hold our suppliers up to the same high standards. We have signed up to the Ten Principles of the UN Global Compact, and we expect our suppliers to do the same.

The Ten Principles

The Ten Principles of the UN Global Compact are derived from a variety of different rules: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. They fall in four main categories and the following applies to Alfex suppliers:

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Human rights

Principle 1: The supplier must support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: The supplier must uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: The Supplier must support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

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ALFIX®



Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: The Supplier must work against corruption in all its forms, including extortion and bribery.

For further information, please see <https://www.unglobalcompact.org/>

Implementation and evaluation

Alfix classifies its suppliers, based on strategic importance and risk of breach of this Code of Conduct, in low, medium and high-risk groups. All groups must sign this Code of Conduct.

If a breach of this Code of Conduct is discovered, Alfix will enter into constructive dialogue with the relevant supplier with a view to improving the conditions as quickly as possible. If conditions have not been improved, Alfix reserves the right to terminate the collaboration.

Date:

On behalf of [INSERT NAME OF SUPPLIER]:

Name and position