Supplier Code of Conduct

February 2026

Supplier Code of Conduct

Frode Laursen engages with various suppliers and our suppliers must live up to the same ethical standards to which we hold ourselves.

A supplier to Frode Laursen is expected to read, understand and do business in compliance with the following standards:

Respect Human Rights

Forced Labour:

All suppliers must ensure the following:

- No participation in, or benefit from, the use of forced labour or human trafficking in any form.
- All labour must be voluntary.
- All employees are free to terminate their contracts at any time.

Child Labour:

All suppliers must not:

- Employ anyone below the legal working age established by national laws.
- Benefit from the use of child labour.
- Employ young persons under the age of 18 for hazardous work.

Equal Opportunity and Non-Discrimination:

All suppliers must:

- Not discriminate based on ethnic, national or social origin, skin colour, sex, religion, views, age disability, sexual orientation or political views.
- Ensure that employees are protected from harassment, whether by colleagues or management.
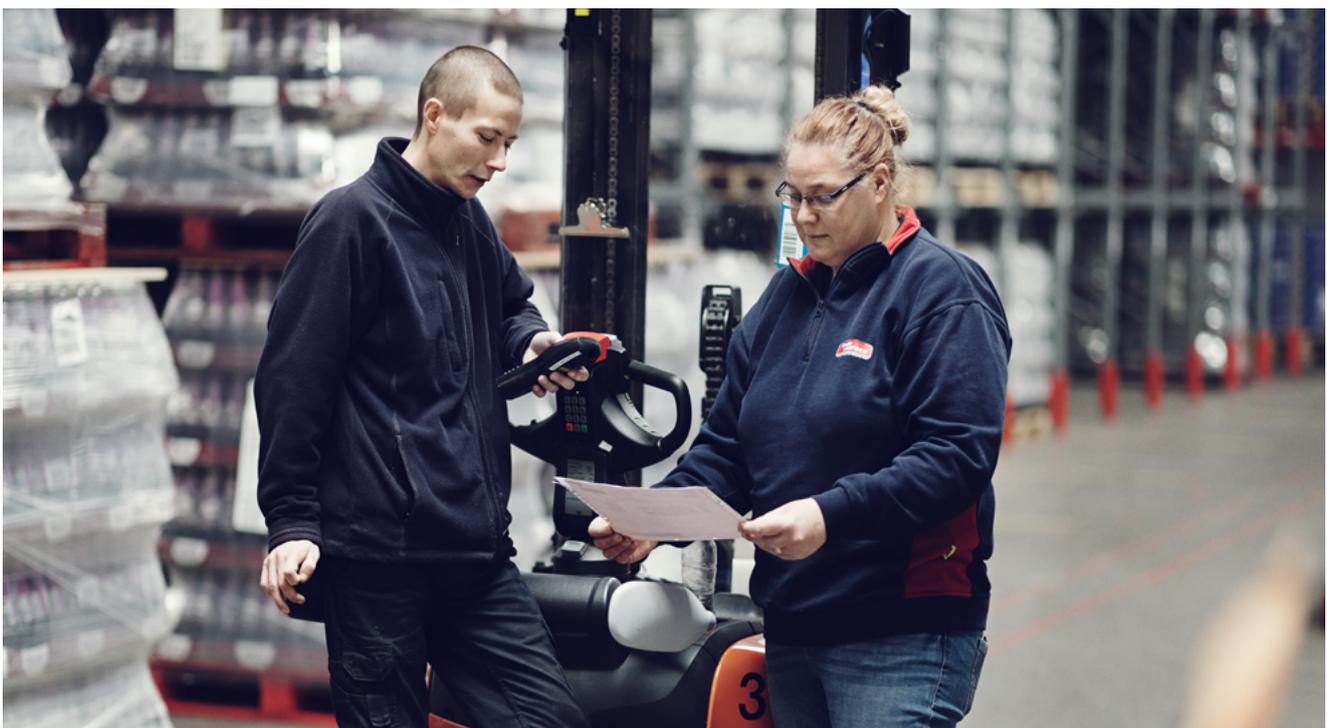
Employees:

All suppliers must:

- Respect the right of all employees to form and join, or not join, a union, and not interfere with or restrict this right.
- Ensure that all employees have the right to a contract that is written, understandable and legally binding.

Health and Safety in the Workplace:

All suppliers must:

- Ensure a safe and healthy work environment for all employees, focusing on accident prevention and comprehensive risk management. Furthermore, all employees should be given mandatory training, information and protective equipment necessary to perform their tasks safely.
- If housing is provided for workers, such housing must be safe, and the living conditions must be fair and decent and comply with all applicable laws.

Be In Compliance with Laws, Rules and Regulations

All suppliers must always adhere to all applicable laws and regulations of the countries in which they operate.

Bribery, Corruption and Conflicts of Interest:

All suppliers must never:

- Directly or indirectly, offer, grant, promise, request or accept anything of value made to a public official or to a private sector employee with the intention to influence that person's behaviour and obtain an improper advantage in the conduct of business.
- Be guided by personal interests or relationships, and always make decisions based solely on objective criteria.

Confidentiality and Data Privacy Rules:

All suppliers must:

- Protect and respect the confidential information of Frode Laursen and third parties.
- Observe all laws in force to protect the personal data of employees, customers, suppliers, and other parties concerned.

Environmental Impact:

All suppliers should:
- Comply with all relevant environmental legislation and requirements.
- Be committed to promoting greater environmental responsibility and making continuous improvements in environmental performance.

Report Violation:

Any non-compliance with this Supplier Code of Conduct or applicable laws and regulations must be reported to your Frode Laursen contact person or through Frode Laursen's whistleblower system: www.frode-laursen.com/static/whistleblower_en.pdf

Implementation Code of Conduct:

Frode Laursen reserves the right to verify that suppliers meet the standards of this code of conduct.

Possible Sanctions:

If a Frode Laursen supplier or business partner does not observe the basic principles in this Code of Conduct, the supplier is expected to initiate corrective actions to remedy such breach and take appropriate measures to prevent any future reoccurrence. In case of severe or repeated breaches, Frode Laursen reserves the right to terminate the business relationship without any liability to the supplier with immediate effect.

Approved by Frode Laursen Management
February 2026