

Code of Conduct

TABLE OF CONTENT

PAGE 2	1.0	GENERAL PRINCIPLES AND TERMS
PAGE 2	2.0	SOCIAL- AND SOCIETAL RESPONSIBILITY
PAGE 2	2.1	FREEDOM OF ASSOCIATION
PAGE 2	2.2	NON-DISCRIMINATION
PAGE 2	2.3	WORKING HOURS, COMPENSATION AND BENEFITS
PAGE 3	2.4	HEALTH AND SAFETY
PAGE 3	2.5	CHILD LABOUR
PAGE 3	2.6	FORCED AND COMPULSORY LABOUR
PAGE 4	2.7	CORRUPTION AND BRIBERY
PAGE 4	2.8	ENVIRONMENT
PAGE 4	2.9	WASTE MANAGEMENT
PAGE 4	2.10	SUPPLY CHAIN TRANSPARENCY AND TRACEABILITY
PAGE 4	2.11	PRODUCT COMPOSITION AND LIFE CYCLE ASSESSMENT (LCA)
PAGE 5	2.12	ENVIRONMENTAL PERFORMANCE AND TARGETS
PAGE 5	2.13	MONITORING, AUDITS AND SITE ACCESS
PAGE 6	3.13	AGREEMENT AND MANAGEMENT



1.0 GENERAL PRINCIPLES AND TERMS

This Code of Conduct (CoC) sets out the ethical set of rules and the basic requirements that any supplier, as well as their subcontractors (from now on referred to as “suppliers”), must conform to in order to work with and on behalf of Conzept International.

The suppliers of Conzept International are obligated to ensure that the conditions of this CoC are respected and applied from any of their suppliers in accordance with local laws and regulations. In addition, the suppliers must treat both people, animals and the environment with dignity and respect.

Conzept International or anyone representing the company must be allowed free access to the facilities of the suppliers at any time. Furthermore, if a supplier in any way does not respect the CoC Conzept International is entitled to stop the collaboration immediately, without any further notice.

2.0 SOCIAL- AND SOCIETAL RESPONSIBILITY

The aim of this CoC is to obtain agreement with certain social and environmental standards. Suppliers are, by signing this CoC, committed to accept the standards defined in this specific CoC and thereby to take proper actions within their company policy. The suppliers should therefore aim at the implementation of the following criteria:

2.1 FREEDOM OF ASSOCIATION

The supplier should not in any way interfere with the employee’s right to establish, form and join trade unions of their own choice. If this in any situation are restricted under law, the supplier shall allow workers to freely elect their own representatives. The supplier shall thus ensure that these representatives have access to their members at the workplace and that they are not exposed to any discrimination or harassment concerning them participating in trade union activities.

2.2 NON-DISCRIMINATION

No form of discrimination is tolerated. Neither related to hiring, promotion, remuneration, termination etc. Nor related to the employee’s gender, age, race, religion, social background, sexual orientation, marital status, nationality, disability, political affiliation, or any other conditions that could result in discrimination.

2.3 WORKING HOURS, COMPENSATION AND BENEFITS

The number of working hours must comply with the national laws and industry standards regarding working hours and public holidays in the respective countries of the suppliers. The same applies for overtime hours, which are to be worked solely on a voluntary basis. The suppliers shall also



ensure that wages and benefits are detailed clearly for the workers and rendered in full compliance with all applicable laws. Furthermore, all regular working hours or overtime hours shall be paid in accordance with or exceed legal minimums and/or industry standards.

2.4 HEALTH AND SAFETY

Our suppliers must ensure a safe and healthy working environment, which effectively tries to prevent potential accidents and injuries associated with the working environment in the factories. This shall be achieved by establishing a clear and detailed set of rules for safety and working environment which i.a. must include access to:

- *Personal protective equipment.*
- *Appropriate first aid equipment and evacuation plans.*
- *Machines with proper protection measures.*
- *Clean drinking water.*
- *Sanitary facilities for food.*
- *Clean toilet facilities.*
- *Clearly indicated emergency exits.*
- *Properly installed ventilation and lighting.*
- *Appropriate fire equipment, including fire alarms and fire extinguishers.*
- *A healthy and safe working environment where the sources of noise and air pollution are under control.*

All of the above must be in accordance with applicable laws and regulations.

2.5 CHILD LABOUR

Concept International will under no circumstances accept any corporation with suppliers who use child labour, as the rights of young workers must be protected. We hereby reserve the right to terminate any cooperation in the event of a breach of these regulations if the local laws are not followed.

2.6 FORCED AND COMPULSORY LABOUR

Concept International does not cooperate with suppliers who use involuntary or forced labour and prohibits all forms of forced labour, including human trafficking. The supplier must treat all employees and staff with dignity and respect, and remuneration and number of working hours must be in accordance with the applicable law in the respective country.



2.7 CORRUPTION AND BRIBERY

Concept International does not tolerate any kind of corruption (i.e., fraud, bribery and extortion). We, therefore, expect our suppliers not to engage in any form of corrupt practice, which must be ensured by respecting local laws and in this way adhere to the highest standard of moral and ethical conduct.

2.8 ENVIRONMENT

We have a strong focus on the environment and expect our suppliers to act responsibly by treating animals and the environment with dignity and respect. Our suppliers must all comply with applicable laws and regulations regarding environmental protection in the respective countries.

2.9 WASTE MANAGEMENT

Our focus on the environment also means that we at Concept International require our suppliers to strive to promote environmentally friendly production and apply procedures and standards for waste management i.e., handling and disposal of chemicals and other toxic and dangerous substances, energy consumption, as well as waste and emissions to air, water and soil. It is therefore important for us that neither our products nor our waste management have negative and detrimental consequences for humans or the environment.

2.10 SUPPLY CHAIN TRANSPARENCY AND TRACEABILITY

Suppliers must ensure traceability throughout their own supply chain. Upon request, the supplier must be able to provide Concept International with clear and verifiable information about the origin of raw materials, subcontractors involved in the production process, and the production locations used. This is to ensure ethical sourcing, enable risk assessment, and support responsible supply chain management. Suppliers are expected to maintain records and systems to support full traceability.

2.11 PRODUCT COMPOSITION AND LIFE CYCLE ASSESSMENT (LCA)

Suppliers must be able to provide complete and detailed product composition information, including the chemical and material makeup of each component or part used in products delivered to Concept International. This information must be accurate and sufficient to support environmental assessments such as Life Cycle Analysis (LCA). Suppliers are expected to share such data openly and cooperate in requests related to sustainability documentation.



2.12 ENVIRONMENTAL PERFORMANCE AND TARGETS

Suppliers must document and actively pursue measurable goals aimed at reducing their environmental impact. This includes setting and reviewing objectives related to greenhouse gas emissions, energy and water consumption, waste generation, and raw material use. Suppliers must also promote environmental responsibility within their own supply chain and be able to present such data upon request. Preference will be given to suppliers who show ongoing improvements and transparency.

2.13 MONITORING, AUDITS AND SITE ACCESS

Conzept International reserves the right to conduct unannounced site visits and audits, either through its own representatives or through third-party auditors selected by Conzept International. The supplier must provide full access to facilities, relevant documentation, and personnel, as reasonably required, to verify compliance with this Code of Conduct. Refusal to allow such audits may be considered a breach of agreement.

SIGN ON THE NEXT PAGE





3.0 AGREEMENT AND MANAGEMENT

When signing this Code of Conduct you, as a supplier, must follow and be fully aware of the above-stated demands. This is a way of ensuring a common set of values when entering a collaboration with us at Conzept International. The suppliers are thus responsible for ensuring that the requirements of this Code of Conduct are met as well as followed by implementing it continuously in all their business activities.

SIGNING

As supplier for Conzept International we hereby confirm, when signing this Code of Conduct, that we will work in accordance with the applicable laws for all orders placed at our factory:

NAME AND ADDRESS OF FACTORY:

DATE:

SIGNATURE AND STAMP:

NAME IN CAPITALS: