

DAN-doors A/S – Code of Conduct

1. Purpose

At DAN-doors, we are committed to conducting our business with integrity, responsibility, and respect for people, society, and the environment. This Code of Conduct defines the standards and principles that apply to all employees, management, directors, contractors, and business partners acting on behalf of DAN-doors.

2. Compliance with Laws and Regulations

DAN-doors complies with all applicable laws, regulations, and industry standards in the countries where we operate. Employees and business partners are expected to understand and comply with relevant legal requirements at all times.

3. Ethical Business Conduct

DAN-doors is committed to conducting business honestly and ethically.

We will:

- Act with integrity in all business dealings.
- Compete fairly and lawfully.
- Avoid conflicts of interest.
- Maintain accurate business records.
- Protect confidential and proprietary information.

We do not tolerate:

- Fraud.
- Bribery or corruption.
- Kickbacks or improper payments.
- Money laundering.
- Anti-competitive behavior.

4. Human Rights

DAN-doors respects internationally recognized human rights and supports the principles set out in the UN Universal Declaration of Human Rights.

We are committed to:

- Treating all individuals with dignity and respect.
- Preventing discrimination, harassment, and abuse.
- Promoting diversity, equality, and inclusion.
- Ensuring fair employment practices.

5. Labour Standards

DAN-doors supports fair and responsible working conditions.

We:

- Prohibit all forms of forced, bonded, or involuntary labour.
- Prohibit child labour.
- Comply with applicable working time regulations.
- Respect employees' rights to freedom of association and collective bargaining.
- Ensure employees receive fair compensation and benefits.

Employees shall receive at least the minimum wage required by applicable law, collective agreements, or industry standards, whichever provides the highest protection.

6. Health and Safety

The health and safety of our employees, contractors, and visitors is a top priority.

DAN-doors is committed to:

- Providing a safe and healthy working environment.
- Identifying and mitigating workplace risks.
- Providing training and safety instructions.
- Reporting and investigating incidents.
- Promoting a culture of continuous improvement in workplace safety.

All employees are expected to actively contribute to a safe workplace.

7. Environmental Responsibility

DAN-doors strives to minimize its environmental impact and contribute to sustainable development.

We are committed to:

- Compliance with environmental legislation.
- Efficient use of energy and resources.
- Reducing waste and emissions.
- Supporting sustainable manufacturing and supply chain practices.
- Continually improving environmental performance.

8. Responsible Supply Chain

DAN-doors expects suppliers and subcontractors to operate according to standards equivalent to those set out in this Code of Conduct.

Suppliers are expected to:

- Comply with applicable laws and regulations.
- Respect human rights and labour standards.
- Maintain safe working conditions.
- Preventing corruption and unethical business practices.
- Conduct business in an environmentally responsible manner.

DAN-doors reserves the right to evaluate supplier compliance with these principles.

9. Confidentiality and Data Protection

Employees and business partners must protect confidential business information and personal data.

DAN-doors processes personal information in accordance with applicable data protection legislation, including GDPR where applicable.

10. Reporting Concerns

Employees and business partners are encouraged to report suspected violations of this Code of Conduct, company policies, or applicable laws.

Reports will be handled confidentially and without retaliation against individuals who raise concerns in good faith.

11. Accountability

Violations of this Code of Conduct may result in disciplinary action, termination of employment, termination of contracts, or other appropriate measures.

Management is responsible for promoting compliance and ensuring that these principles are integrated into daily operations.

Approval

This Code of Conduct is approved by the Executive Management of DAN-doors A/S and applies to all employees, managers, directors, contractors, and relevant business partners.

Version: 1.0

Approved by: CEO, DAN-doors A/S