

Code of Ethics for BROEN-LAB A/S

At BROEN-LAB A/S we always strive to comply with the applicable laws, regulations, and norms in the countries where we operate. We honour our commitments and are accountable for our actions. We conduct our operations with integrity, honesty, and ethics.

BROEN-LAB's fundamental values

- We believe in treating everyone with respect and fairness.
- We embrace diversity and create an inclusive environment that values differences.
- We respect human and labour rights and wish to strengthen the local community.
- We consider and respect the environment in everything we do.
- We strive for excellence in all aspects of our work.
- We handle conflicts of interest transparently and fairly.

BROEN-LAB's suppliers – our business partners

At BROEN-LAB we are dedicated to delivering high-quality products/services that meet or exceed customer expectations. Doing so and at the same time building a successful business requires responsible choices, decisions, and actions. Our suppliers are fundamental partners for BROEN-LAB, and sharing common values is fundamental for a continuous co-operation ensuring mutual growth and success.

The Code of Ethics for BROEN-LAB sets out the values and principles that are safeguarded by BROEN-LAB, and which our suppliers are required to respect and share. Consequently, BROEN-LAB asks our business partners to sign and accept the Code of Ethics and to commit to act in accordance with its provisions.

Requirements of BROEN-LAB

1. Compliance with legal requirements

We strive to comply with all applicable laws, regulations, and norms of the countries in which we operate.

2. Modern slavery and forced labour

We shall not use any form of forced and/or slave labour neither ourselves nor through business partners.

3. Freedom of association and the right to collective bargaining

We safeguard the right of employees to form and join trade unions – or to refrain from doing so – and bargain collectively without distinction whatsoever and irrespective of gender.

4. Fair and equal treatment

We treat all employees with respect and dignity, based on their individual ability and qualifications. We ensure that no discrimination takes place and take action against discrimination based on the following – including but not limited to: Sex, gender, age, religion, race, birth, social background, disability, ethnic and national origin, membership of unions, political opinions, sexual orientation etc.

5. Safe and healthy working conditions

We ensure that all employees work in a safe and healthy working environment, ensure effective measures to prevent work-related accidents, injuries, or illnesses and ensure that working hours comply with the national laws and/or collective bargaining agreements.

6. Confidentiality and privacy

We safeguard confidential information and respect individual privacy. Sensitive data must be handled responsibly and securely.

7. Child labour

We prohibit child labour and protect children from any form of exploitation. We ensure that young persons under the age of 18 do not work at night and ensure that they are removed from any hazardous work, which poses a risk to their health and safety.

8. Ethical business behaviour – corruption, extortion, and bribery

We work to prevent and do not partake in any form of corruption, extortion, or bribery.

9. Protecting whistleblowers

We ensure that whistleblowers are empowered to come forward when they see misbehaviour and have systems in place to ensure that they are protected from retaliation.

10. Caring for the environment

We are committed to minimizing our environmental impact by promoting sustainability and responsible resource management.

-0-0-0-

11th December 2023

Torsten Kjeldsen
COO, BROEN-LAB A/S

Søren Mundt Sørensen
CSO, BROEN-LAB A/S