

## Code of conduct – Meldgaard Group

The Meldgaard Group is a responsible company. We say: “everyone has a responsibility; we take ours seriously”. It is our vision that our cooperation with partners is based on a responsible foundation. This Code of Conduct serves as a tool to ensure responsibility between the Meldgaard Group and its partners.

### 1. Legal Compliance

The Meldgaard Group comply with current rules and legislation, also those not mentioned in this Code of Conduct.

The Meldgaard Group’s partners must:

- Comply with current rules and legislation, including those not specified in this Code of Conduct.

### 2. Awareness of Environmental Issues

We have a responsibility for a sustainable development. We take the environment into account, within our technical and financial capacity, when carrying out activities. We are aware of both the local, national, and global environmental impact. We comply with current environmental rules, legislation and our environmental permits. Meldgaard Miljø A/S and Meldgaard Recycling A/S are ISO 45001, ISO 9001 and ISO 14001 (occupational health and safety, quality and environmental) certified. The certificates are proof that we are continuously and dedicated to working towards environmental improvements, quality and a safe working environment.

The Meldgaard Group’s partners must:

- Comply with current environmental rules, legislation and permits.

### 3. Export of Waste Fractions

The Meldgaard Group does not export waste problems; we solve waste tasks. Some waste tasks are best handled outside Denmark, which is why we, and some of our customers, choose to have some tasks solved abroad. When we export or help our customer export waste fractions it is to approved buyers.

The Meldgaard Group’s partners must:

- Comply with rules, national as well as international, on waste management and any export of waste fractions.

#### 4. Human Rights

The Meldgaard Group comply with rules and regulations on human rights and the ILO Declaration on Fundamental Principles and Rights at Work. We do not accept illegal labour, forced workers, convicts or slavery of any kind.

We support justice for everyone and human rights, including freedom of association.

The Meldgaard Group's partners must:

- Adhere to the human rights and the ILO Declaration on Fundamental Principles and Rights at Work.

#### 5. Child Labour

The Meldgaard Group does not accept child labour and we comply with current legislation and international standards for a working minimum age.

The Meldgaard Group's partners must:

- Comply with the legislation on minimum age in the country where the partner has their activities.
- Ensure that their own partners adhere to the same obligation.

#### 6. Working Conditions

The Meldgaard Group is a responsible company that always work towards improving the physical as well as the psychological working environment. Our opinion is that our employees have to work in safe conditions. We comply with rules and regulations on wages, labour agreement, working conditions, and overtime.

Our employees' wellbeing is important. We also focus on ensuring our employees' social environment at work. We arrange activities where employees can meet outside regular hours. It can be everything between a 10k running event to a family trip to Tivoli in Copenhagen. We have an active employee association and several health ambassadors, who arrange many social activities throughout the year.

The Meldgaard Group's partners must:

- Comply with rules and legislation on wages, work conditions and overtime.
- Ensure that employees are trained and updated on safety.

#### 7. Financial crime and money laundering

The Meldgaard Group disassociate themselves from financial crime and from actions that in any way support money laundering. We do not accept money as part of money laundering or other criminal activities. We do not accept to be part of such activities, be it money laundering or other financial criminal activities, either indirectly or directly.

The Meldgaard Group's partners must:

- Refrain from financial criminal activities, such as money laundering.

## 8. Anti-corruption and bribery

The Meldgaard Group has zero tolerance approach when it comes to corruption and bribery; we always want to enter into transparent business deals. We demand that our employees always comply with legislation and our own policies. It is mandatory that any gifts to and from our partners are approved by the board of directors. That way, we avoid that employees are influenced in their decisions. We also avoid any suspicions on our companies and employees.

The Meldgaard Group's partners must:

- Avoid any kind of corruption and bribery.

## 9. Competition

The Meldgaard Group work within the rules of competition and tenders and does not accept distorting activities. We support the competition within the free markets where we operate. Our competition policy does not only include the contracts we enter into, but also a ban of coordinating behaviour and actions which aim to distort competition. We do not permit our employees to enter into agreements on e.g. sharing the market, dictating market prices or enter into cartels.

The Meldgaard Group's partners must:

- Comply with the rules of competition and tenders and refrain from distorting activities.

## 10. EU's sanctions against Russia

The Meldgaard Group comply with EU's sanctions against Russia.

The Meldgaard Group's partners must:

- Comply with EU's sanctions against Russia.

The terms specified herein are important to us. That is why we also require our partners to comply with the specified terms as well as the legislation. If a partner violates the specified terms it would be a severe breach of contract a partner has entered into with a Meldgaard Group company. The contract would be terminated due to breach of contract.

Our partners can either accept our Code of Conduct or submit their own Code of Conduct with a regulation that as a minimum matches our own.