



Policy owner:

Clas Hansen

Approved:

K. Bodahl

No.: MNG-0013

Revision: 1.0

Date: 2023-03-07

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Company Policy: **SUPPLIER CODE OF CONDUCT**

1. Purpose and area of application

Pixii will conduct business in a responsible manner. Our principles are based on the duty to respect human rights, labour rights, protect health, safety and the environment, prevent corruption and apply sound business practices in general.

To make Pixii's position clear to our suppliers, we have established this Code of Conduct which is based on the UN Global Compact's principles for sustainable development.

Pixii will, when selecting suppliers, consider compliance with this Code of Conduct. We expect our suppliers to always exercise good judgement, care and consideration by following both the requirements and the intentions of this Code of Conduct.

2. Definitions

N/A	

3. Main principles

Compliance with laws and regulations

Suppliers must comply with all applicable laws and regulations in the countries where they operate.

Labour and human rights

Suppliers must respect the human rights of their employees and workers, including the right to a safe and healthy work environment, freedom of association, and fair compensation.

Non-discrimination

Suppliers must not discriminate against employees or workers based on race, gender, age, religion, disability, sexual orientation, or any other characteristic protected by law.


Forced labour and child labour

Suppliers must not use forced or involuntary labour. Workers shall not be required to lodge deposits or identity papers with their employer and shall be free to leave their employer after reasonable notice.

The minimum age for workers shall not be less than 15 and comply with the national minimum age for employment and the age of completion of compulsory education.

Health and Safety

The working environment shall be safe and hygienic, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Hazardous chemicals and other substances shall be carefully managed. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated

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with, or occurring in, the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Workers shall receive regular and documented health and safety training, and such training shall be repeated for new or reassigned workers.

Environmental responsibility

Suppliers must comply with all applicable environmental laws and regulations and should strive to minimize the environmental impact of their operations. This includes minimizing pollution, promoting an efficient and sustainable use of resources, and minimizing greenhouse gas emissions in production and transport.

Ethical business practices

Suppliers must conduct their business in an ethical and responsible manner, and must not engage in any corrupt, fraudulent, or illegal activities. Corruption in any form is not accepted, including bribery, extortion, kickbacks and improper private or professional benefits to customers, agents, contractors, suppliers or employees of any such party or government officials.

Supply chain responsibility

Suppliers must ensure that their own suppliers and subcontractors also adhere to these same standards.

Transparency

Suppliers must be transparent about their business practices, including their supply chain, labour practices, and environmental impact.

Continuous improvement

Suppliers must be committed to continuous improvement and must take steps to identify and address any violations of this code of conduct.

Compliance monitoring

Suppliers must allow for regular audits and assessments to ensure compliance with this Code of Conduct

4. Relation to other processes and documents

N/A

5. Implementation and compliance

5.1. Information, understanding and training.

The Company Policies, including guidelines and supporting documents, shall be made available to all employees in Pixii via the Company’s Sharepoint portal.

All line managers have a responsibility for ensuring understanding of the requirements by the relevant personnel, and also that roles and responsibilities related to the various Company’s Policies are evident



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and understood. The requirements in the Company Policies will thus have to be communicated to all relevant personnel. This should be done through verbal information in staff/department meetings and, if deemed necessary, by specific training programs.

5.2. Monitoring compliance

The Company Policies shall be verified for compliance through annual self-assessments on Company level. The Company CEO, or his/her designee, is responsible for initiation of such an annual review process through the Company structure.

The local responsible Managers shall establish local monitoring process to ensure compliance with Company Policies. The annual self-assessment survey may also be used for local monitoring.

Deviations from Company Policies shall be reported to and handled by the policy owner.

6. Ownership and maintenance

The Policy Owner is responsible for maintenance of this Policy. The Policy shall be evaluated when necessary and no less than once a year. Modifications of the Company Policies shall be approved by the designated responsible in Company management.