

HANS BUCH

1. Introduction

At Hans Buch, we wish to act responsibly and to run our business in a sustainable and liable way.

We follow the internationally agreed core principles on human rights, environment, and anti-corruption. This enables us to identify, prevent or mitigate and account for any adverse impacts on human rights, environment and anti-corruption occurring as a result of our own activities, or through the operations of our business relationships.

Our suppliers and business partners play a central role in our mission to develop more sustainable and responsible business practices. As such, we expect our suppliers/business partners to also run their operation in a responsible way and to manage adverse impacts on human rights, environment, and anti-corruption within their business.

Respect for the individual and the individual's rights is a key value to us. At Hans Buch A/S we advocate equality regardless of gender, age, race, religion, or sexual orientation. Hans Buch A/S does not accept that employees are engaged in or exposed to sexual harassment, violence, bullying or the like

This Code of Conduct provides the foundation for our continuous collaboration with our suppliers and business partners on their ethical, social, and environmental performance.

2. Our expectation

We follow applicable regulations wherever we operate. In the same way, we expect our suppliers/business partners to keep updated on and follow all applicable national and international laws and regulations and to comply with the international principles for sustainable and responsible business conduct.

In line with our own ambitions, we expect that, at a minimum, our suppliers/business partners address:

- negative impacts on human rights stated in the International Bill of Human Rights, including the core labour rights (ILO)
- negative impacts on the environment in relations to areas addressed by the EU Taxonomy, the Rio Declaration on Environment and Development, including the climate as reflected in the Paris Agreement
- issues related to corruption, as outlined by the United Nations Convention against Corruption.

Moreover, we expect our suppliers/business partners to ask their respective suppliers to demonstrate responsible business conduct in relation to social, environmental, and economic sustainability too.

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3. Human rights including labour rights

At Hans Buch we run our business in a responsible way and follow the internationally agreed core principles on human and labour rights.

The principles are made operational through the UN Guiding Principles on Business and Human Rights (UNGPs -<https://unglobalcompact.org/what-is-gc/mission/principles>).

In line with our own ambitions, we expect our suppliers/business partners to:

- have due diligence processes in place to identify, prevent or mitigate and account for actual and potential impacts on human and labour rights, as outlined by the UNGPs.

The responsibility to respect human rights refers to internationally recognized human rights contained in the International Bill of Human Rights. We are aware, that in practice, some human rights may be at greater risk than others in particular industries and contexts. However, all human rights should be the subject of periodic review.

Hans Buch condemns all forms of child labor and aims to ensure compliance with all social standards under labor laws in each country where it is present as well as with major international statutes.

In view of this commitment, Hans Buch expects our suppliers and business partners not to employ and/or hire any person under the legal minimum age provided for by applicable national laws and regulations or that has not completed compulsory schooling, and in any event not to employ and/or hire any person under the age of fifteen (15).

Beyond full compliance with the abovementioned UNGC principles 4 and 5, suppliers/business partners may have apprentices as part of their workforce. Under this Charter, such a situation is only deemed acceptable provided that the work of such apprentices does not have a detrimental effect on their health, safety or education, provided that the apprenticeship is authorized under applicable laws, and provided that such apprentices are assigned a tutor within the organization of the supplier/business partner.

3.1 Health and Safety

At Hans Buch, it is a top priority for us that all employees can leave the company just as healthy and fit as when they arrived. We are committed to providing a healthy and safe workplace for all people and to protect the environment to the best of our abilities and in accordance with applicable laws. We strive to make measurable improvements in the HSE aspects of our products, services, and operations at our workplaces on a continuous basis.

To that end, we strive to ensure a safe, good, and healthy working environment for our employees.

In line with our own ambitions, we expect our suppliers to:

- provide a secure and healthy working environment for all their workforce.

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- develop and implement effective health and safety management systems. These systems must identify risks, measure, and monitor performance, and drive continuous improvement to mitigate or minimize health and safety risks.

4. Environment and Sustainability

Hans Buch equates sustainability with responsibility for both people and the environment. We strive to comply with all relevant compliance obligations, both in relation to our operational activities, services, and the products in our portfolio.

We work actively on reducing our total environmental impact, by offering more environmentally friendly transport solutions and, from a lifecycle perspective, more sustainable products to our customers. We also take steps to reduce the total energy consumption of operational activities. Our approach to sustainability is largely driven by our customers' demand and needs in this area.

We expect our supplier/business partner to support this responsibility by offering sustainable solutions, services, and products throughout the entire supply chain and to implement proper environmental management systems where applicable. Moreover, we expect our supplier/business partner to comply with all applicable laws and regulations regarding sustainability solutions.

At Hans Buch, we aim to have sustainability considerations incorporated as an integral part of our business activities and strive to reduce the adverse impact of these business activities. The sustainability policy is supported by initiatives and actions to reduce CO2 emissions.

In line with our own ambitions, we expect our suppliers/business partners to:

- seek out actions to reduce CO2 emissions in their own operations, products, and services.
- identify, label, and manage hazardous substances, chemicals, waste, and other materials posing danger to humans or the environment, to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal.
- seek out actions to manage resources, including waste, in a sustainable and circular way.

5. Anti-Corruption and bribery

At Hans Buch, we conduct all our business in an honest and ethical manner and maintain a zero-tolerance policy on corruption.

In line with our own ambitions, we expect our suppliers:

- not to engage in any form of corrupt practice, including extortion, fraud, bribery, facilitation payment, or money laundry
- to comply with all laws, rules, and regulations relevant to anti-corruption.

Hans Buch has a principle of honesty and integrity in business affairs and relationships that we as a company are involved in. The payment or receipt - incl. contribution to the payment or receipt - of bribes is in clear violation of this principle, and therefore it is strictly prohibited. In the concept of

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bribery are also included kickbacks and other similar remuneration, outside of the actual trade agreement.

6. Responsible sourcing of minerals

Hans Buch wishes to run its business in a responsible and ethically sound way. Therefore we dissociate itself from the use of resources which may have the center of conflicts or human rights abuse. This includes conflict minerals. Consequently, Hans Buch does not procure 3TG minerals directly from mines or smelters.

In line with our own ambitions, we expect our suppliers/business partners to:

- adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold in the products they manufacture. The purpose is to reasonably assure that minerals are sourced in a way consistent with the OECD's Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

7. Contractual Arrangements

We expect our supplier/business partner to cooperate by answering questions, delivering data related to compliance and sustainability, carrying out self-assessments, and - if deemed necessary - to cooperate with Hans Buch in addressing specific impacts.

If necessary, suppliers/business partners must accommodate audits from Hans Buch to assert compliance. This includes providing physical access for any representative from Hans Buch or designated independent third parties.

If our supplier/business partner causes, contributes to, or is linked to severe impacts, the supplier/business partner must notify Hans Buch immediately and account for what actions has been taken to end, prevent or mitigate the re-occurrence of the severe impacts.

If a supplier/business partner fails to comply with our expectations, described in this CoC, the supplier/business partner must self-correct within a fixed period.

We are aware that improving ethical, social, and environmental performance requires resources and time.

8. Certificates and audits

Hans Buch encourages our suppliers/business partners to comply with certifications and applicable audit requirements to demonstrate their conformity towards international standards. In this regard, the following norms are recommended and valued by Hans Buch:

- ISO9001 certification for Quality Management Systems

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- ISO14001 for Environmental Management
- ISO50001 for Energy Management
- ISO26000 or SA8000 for Corporate and Social Responsibility (CSR).

By signing this Charter, supplier/business partner agree that compliance with the principles and commitments outlined herein constitutes an essential element of their business relationship with Hans Buch.

Any supplier or business partner who fails to comply with the principles and commitments in this Charter will be liable to the Hans Buch for any consequential damage to Hans Buchs reputation, image, or interests, as well as for any regulatory or criminal consequences related to such non-compliance.

Whatever the quality and competitiveness of the goods and/or services of a suppliers/business partner, Hans Buch may in case of such consequential non-compliance immediately also terminate its business relationship with the supplier/business partner and/or exclude the supplier/business partner from any future business.

9. Evolution of the Charter

As this Charter shall evolve, particularly in accordance with the changes made to the standards of personal data, environment, fight against bribery [...], each supplier/business partner is committed to respect these changes.

For Hans Buch:



For the Supplier/Business Partner:

Company name: