

# / Code of Conduct

The code of conduct establishes the general rules to be observed in order to meet our ethical standards for business behavior. We expect all business partners to read and commit to our code of conduct and report non conformities.

We do not accept corruption in all forms and in general we commit to international business integrity principles according to the UN global compact 10 principles ([www.unglobalcompact.org](http://www.unglobalcompact.org)) in the areas of human rights, labor, environment and anticorruption. We expect and demand the same from all we conduct business with.

Gifts and representation costs can only be accepted at a reasonable level where corruption can be ruled out, and it must never influence a business decision.

All parties must ensure a healthy and safe work environment and produce and conduct business in an environmental sustainable way.

Suppliers must ensure compliance with UN's universal declaration of human rights ([www.ohchr.org](http://www.ohchr.org)) and ensure non-discriminating and fair labor terms for all employees.

In all relations the business must at least be conducted according to local laws of both producing and legal entities, from all business parties and their suppliers.

Representatives from Ib Andresen Industri must at all times be granted access to production facilities for control and inspection of the above parameters.

Please sign for commitment and return.

Best regards

Carsten Jensen  
Group Purchase Manager

Company Name	
Name	
Title	
Main Address	
VAT No.	
Date	
Signature	