



ALFIX CODE OF CONDUCT - UN GLOBAL COMPACT

Introduction

In Alfix A/S (“Alfix”) we live up to our slogan “Responsible Strength”. We give a promise to our employees, customers, partners and the surrounding society, and we keep that promise by always living up to our core values; being service minded, taking responsibility, keeping an informal yet professional tone, staying trustworthy and acting with dedication. These core values are deeply imbedded in the Alfix DNA. In Alfix, we strive to act responsibly in all our activities and in that way contribute to improving the world around us.

Since its formation in 1963, Alfix has carried through many responsible activities. To name just a few, we have, since year 2000, worked actively on making Environmental Reports, and such reports are updated every third year to make sure we always use the newest strategies and plans for improvement relating to environment and working environment. In 2010, we formalized this work and extended it to also encompass a specific CSR strategy – all for the purpose of playing a more active role based on our core business. The Alfix mission was subsequently updated with the word “Security” as a keyword for the company:

- **Mission: We strive to develop a secure environment for those building the future of the Nordic region.**

In 2020, we revitalised our vision to ensure that our CSR and ESG (Environment, Social and Governance) work is even more strategic today and in the future:

- **Vision: With responsible systems we will win and inspire within the Nordic building sector.**

Sustainable Development Goals and Alfix

In 2021, we continued our journey and began our work to implement the UN Sustainable Development Goals, which are a collection of 17 interlinked goals designed to be a blueprint to achieve a better and more sustainable future for all. It was the result of a verification and screening process within the UN Sustainable Development Goals with the certification body Bureau Veritas.

In 2022, we signed up to the Ten Principles of the UN Global Compact which encourage businesses and firms worldwide to adopt more sustainable and socially responsible policies. Finally, we initiated a Sustainable Development Goals certification process with Bureau Veritas in 2022. The certification cycle is three years. Alfix has placed focus on two strategic Sustainable Development Goals and six underlying targets where we can particularly make an impact as a Danish building material manufacturer. These are Sustainable Development Goal 8: Decent work and economic growth with targets 8.2 and



8.4 and Sustainable Development Goal 12: Responsible consumption and production, including targets 12.2, 12.4, 12.5 and 12.6. In addition, Alfix has the following secondary Sustainable Development Goals: Sustainable Development Goal 3: Good health and well-being (target 3.4), Sustainable Development Goal 5: Gender equality (target 5.5), and Sustainable Development Goal 11: Sustainable cities and communities (target 11.6.1).

This Code of Conduct is a set of clear principles governing the partnership and collaboration between Alfix and our suppliers. These principles ensure that all interaction is aligned with our activities initiated within the selected Sustainable Development Goals. Moreover, it is our clear ambition that we will jointly and in partnership with our suppliers work innovatively for a better world with less impact on our surroundings and a better working environment for the individuals working with Alfix products and systems.

Application

Alfix complies with the principles of this Code of Conduct. We require our suppliers to do the same. Our Code of Conduct extends to all personnel of our suppliers, regardless of employment status with the individual supplier, i.e. both permanent, part-time and short-term employees, and contractors and sub-contractors. Suppliers must ensure that the contents of this Code of Conduct is communicated to all the relevant personnel.

Alfix has signed up to the Ten Principles of the UN Global Compact

In addition to primarily working for improvements within Sustainable Development Goals 8 and 12 – secondarily within Sustainable Development Goals 3, 5 and 11, Alfix is committed to ethical and responsible business practices in a holistic form. We hold our suppliers up to the same high standards. We have thus also signed up to the Ten Principles of the UN Global Compact, and we expect our suppliers to do the same.

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The Ten Principles

The Ten Principles of the UN Global Compact are derived from a variety of different rules: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. They fall in four main categories and the following apply to Alfix suppliers:

Human rights

Principle 1: The supplier must support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.



Labour

Principle 3: The supplier must uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Principles 1-5 particularly relate to Alfix's work with Sustainable Development Goal 3: Good health and well-being – target 3.4. Principle 6 concerns Sustainable Development Goal 5: Gender equality.

Environment

Principle 7: The supplier must support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: The supplier must work against corruption in all its forms, including extortion and bribery.

Principles 7-10 are consistent with the strategic Alfix Sustainable Development Goals 8: Decent work and economic growth and 12: Responsible consumption and production and the six underlying targets described above - and the secondary Alfix Sustainable Development Goal 11: Sustainable cities and communities. For further information about the Ten Principles, please see: <https://www.unglobalcompact.org/>

Implementation and evaluation

Alfix classifies its suppliers, based on strategic importance and risk of breach of this Code of Conduct, in low, medium and high-risk groups. All groups must sign this Code of Conduct.

If a breach of this Code of Conduct is discovered, Alfix will enter into constructive dialogue with the relevant supplier with a view to improving the conditions as quickly as possible. If conditions have not been improved, Alfix reserves the right to terminate the collaboration.

We hereby invite you to, actively and in partnership with us, work strategically on more responsible activities and innovative projects for a better world.

ALFIX A/S
H. C. Ørsteds Vej 11-13
DK-6000 Kolding

Tel: +45 75 52 90 11
Fax +45 75 50 40 11
alfix.com
alfix@alfix.dk

Business reg. no. 76 44 38 15
Reg. no. A/S 102.357
Danske Bank
1569-3211670258

ALFIX®



Date:

On behalf of [INSERT NAME OF SUPPLIER]:

Name and position
