

CODE OF CONDUCT

Introduction

In line with the Transparency Act and our business processes for due diligence assessments, we want to map how our suppliers conduct themselves in relation to OECD guidelines and the UN's guiding principles for responsible business. We take our role as a responsible agent in business seriously and expect our suppliers to do the same. In this context, we want to map how our suppliers work within key themes:

1. General Information about the Company
2. Human Rights and Working Conditions
3. Environmental Management
4. Anti-Corruption
5. Supply Chain

This is mandatory for all our suppliers and must be signed as soon as possible.

Code of Conduct

We will actively work to be an environmentally responsible company, and a preferred and reliable business partner. To clarify our position, policies, and responsible business practices, we have created this Code of Conduct with guidelines for how we as a company should run our business in an ethical, social, and environmentally responsible manner. Our Code of Conduct permeates our corporate culture and forms the basis for everyday decisions and continuous improvement in the company.

About the Code of Conduct

Our Code of Conduct is based on UN Global Compacts 10 principles about human rights, labour, environment, and anti-corruption. This Code of Conduct has been adopted by the board and responsibility for compliance rests with all of us.

General Principles

- We meet our customers, partners, and other stakeholders with a cooperative, respectful and creative approach, rooted in our knowledge and integrity. We respond to inquiries effectively within a reasonable timeframe.
- We provide goods and services in a manner consistent with the UN Global Compact's 10 principles.
- We follow applicable laws, regulations, and other requirements related to our business.
- We respect the United Nations Universal Declaration of Human Rights.

Employees

- We have a safe and healthy work environment with a focus on continuous improvement.
- We provide equal opportunities in employment and occupation, regardless of ethnic background, nationality, religion, age, disability, gender, marital status, health status, or sexual orientation.
- We do not permit harassment, bullying, threat, oppression, or victimisation in the workplace.
- We provide employees with the opportunity to report any issues, without fear of retaliation.
- We support employees' right to freedom of association and respects their right to collective bargaining.
- We do not accept forced labour or other forms of involuntary labour.
- We do not accept physical punishment or abuse.
- We offer employees applicable training opportunities to further develop their skills and expertise.
- We do not employ any person under the legal minimum age, in accordance with the UN Global Compact's fifth principle.

Our Behaviour in the Market

- We do not act contrary to applicable competition laws.
- We do not accept corruption in any form.
- We do not accept blackmail and bribery for violating the law and the ethical, social, and environmental standpoints in this code.
- Work environment aspects are considered in the selection of partnerships, suppliers, and other purchases.

Environment

- We must have knowledge and control over health and environmental impacts of our products and services.
- We strive to use certified raw material and ingredients in every aspect of our products.
- We apply the Precautionary Principle.
- In the production or sale of construction products, we work for an environmentally responsible and non-toxic construction industry.
- We strive for continuous improvement in our environmental performance.
- Consideration will be given to the environmental and health aspects throughout the value chain and not just to the company's own business.

By signing this Code of Conduct, we demonstrate our position and support these requirements.

Signature CEO 	Company Hørning Parket A/S
Printed Name Peter Vissing, CEO & Partner	Date 21.08.2026