



Brdr Hansen Business Partner Code of Conduct

At **Brdr. Hansen**, our Corporate Code of Conduct (CoC) functions is the strategic backbone, translating our foundational values into a roadmap for sustainable growth and success. By integrating these ethical standards directly into our company identity, we ensure that every employee acts as a steward of the brand's reputation and operational integrity.

Our philosophy is based on - "**We always say yes**". This is far more than just a customer service slogan; it is a strategic driver for growth, and it translates into our specific behaviours and mindsets.

Similarly, we expect all our business partners to comply with all applicable laws and regulations and to embody at all times the guiding ethical principles in this Business Partner Code of Conduct.

Specifically, we expect our business partners to:

1. **Comply with Applicable Laws.** Business partners must maintain awareness of and comply with all applicable laws and regulations of the countries where they operate, including – where applicable – anti-corruption laws, customs regulations, export and trade control laws, competition, antitrust and fair dealing laws and privacy laws.
2. **Conduct Business Ethically:** Business partners cannot use cash, gifts or other forms or remuneration to obtain or retain business. Business partners are also prohibited from providing Brdr Hansen's employees with anything of value, including meals, gifts or entertainment in order to obtain or retain business or influence a business decision. Business courtesies of a nominal value (less than €50) may be accepted by Brdr Hansen employees, but only if it complies with Brdr Hansen's Meal, Gift & Business Entertainment Policy. Business partners must maintain accurate books and records of all meals, gifts, entertainment and related payments.
3. **Avoid Anti-competitive Behavior:** Business partners will, at all times, comply with applicable anti-competition/antitrust laws, including not sharing unnecessary commercially sensitive information of the business partner or other third parties with Brdr Hansen.
4. **Respect Human Rights:** Business partners must cultivate a respectful and inclusive work environment free of discrimination and harassment. They must also ensure that neither they nor their supply chain allow or facilitate child labor, forced labor or human trafficking.
5. **Provide a Safe Working Environment:** Business partners must provide a safe, clean and healthy working environment that utilizes reasonable measures to prevent occupational injuries and safety incidents.
6. **Protect the Environment:** Business partners will comply with all applicable environmental laws and regulations and utilize best efforts to implement best practices and industry standards for environmental protection. Business partners will, to the extent possible, ensure that raw materials are sourced in a way that minimizes waste and negative environmental impacts.

7. **Adhere to Responsible Sourcing Standards:** Business partners will comply with, and cooperate with Brdr Hansen's need to comply with, laws and regulations related to Conflict Minerals, Modern Slavery, and other responsible sourcing initiatives. Business partner will also best practices when it comes to at-risk raw materials or practices such as palm oil or animal testing.



8. **Manage and Protect Information:** Business partners shall take appropriate steps to protect Brdr Hansen's proprietary or confidential information, including employee information, customer data, intellectual property and trade secrets.
9. **Reporting Concerns:** Business partner will provide employees and third parties with an anonymous channel to report potential violations of law, regulation, policy or this Code. Business partner will prohibit any retaliation against employees or third parties who raise good faith concerns.

Any concerns about business partner or Brdr Hansen's adherence to this code should be directed to our main base at Rjukan.

Telephone: 0047 911 03 063
Mail: post@brdr-hansen.no
WEB: www.brdr-hansen.no

If you have any questions about this Code, please contact our Chief Officer via post@brdr-hansen.no or:

Brdr Hansen AS
Attn: Chief
Svineroivegen 125
3660 Rjukan
Norway