

Version 2, 2024

Supplier Code of Conduct

SANOVO TECHNOLOGY GROUP
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Introduction

As a worldwide company, SANOVO TECHNOLOGY GROUP has a global responsibility to act from a holistic mindset in relation to the world, its population and their joint future. In SANOVO TECHNOLOGY GROUP, this responsibility is incorporated under the Company Karma business philosophy, which is a core aspect of the way we intend to do business regardless of industry and market.

Being a THORNICO company we follow the overall Company Karma Policies from THORNICO.

[Click here to find more information: https://www.sanovogroup.com/company-karma/code-of-conduct/.](https://www.sanovogroup.com/company-karma/code-of-conduct/)

Through close cooperation with our suppliers, SANOVO TECHNOLOGY GROUP wish to contribute to enhancing our social responsibility. SANOVO TECHNOLOGY GROUP's declared aim is to ensure that suppliers of goods and/or services to the company operate in accordance with the Code of Conduct.

The Supplier Code of Conduct is an integral part of the trading agreement when the supplier agrees to trade with SANOVO TECHNOLOGY GROUP.

Working Conditions

Child labor

Child labor is not tolerated. Local legislation and regulations in relation to the age of the child employed must be respected. It is the supplier's responsibility, at all times, to verify the age of every person in the workforce.

Forced labor and mental/physical harassment of employees

Forced or compulsory labor of any kind is not tolerated, including work in prison, work on a compulsory contract, slavery and other forms of labor that are undertaken against free will or choice. Employees may not be subjected to physical or mental abuse, including corporal punishment, threat of violence, sexual harassment or any other form of abuse.

Compensation and working hours

Employees must be compensated at least in accordance with local legislation. Furthermore, the supplier must provide the services required by legislation. The supplier is responsible for ensuring compliance with national legislation concerning the maximum number of working hours per week.

Discrimination

Cultural differences must be recognized and respected. However, all employees must be treated in accordance with their skills and qualifications in any circumstance related to work, employment, promotion, training, dismissal and termination, and any other conditions pertaining to employees. Employees must not be discriminated against on the basis of their opinion or personal circumstances, such as race, religion, age, national origin, sexual orientation or gender.

Freedom of association

The company allows employees the freedom to exercise their right to create, enroll or decline to enroll in organizations representing employees' interests. The company must not expose employees to threats or harassment in connection with the peaceful exercise of these rights. On request, the employees must be allowed to negotiate collectively in accordance with applicable regulations without the risk of intervention or restriction.

Working environment/health and safety

All employees must have a safe and healthy working environment that complies with local laws and at least secures the following:

- Facilities that as a minimum comply with the applicable fire prevention regulations and building safety regulations
- Facilities that provide adequate lighting and ventilation at the workplace
- Paths and exits that are accessible at all times
- Employees are aware of safety procedures – including emergency aid and evacuation
- All types of safety equipment used are systematically tested and checked.
- The employer must take the necessary steps to prevent accidents at work and/or work-related illness

External environment

The supplier must comply with all local laws and regulations concerning protection of the external environment. SANOVO TECHNOLOGY GROUP will prioritize suppliers, who trade responsibly and make as much effort as possible to minimize environmental impact.

Inspection and audit

SANOVO TECHNOLOGY GROUP retains the right to inspect relevant suppliers and their facilities to ensure compliance with Code of Conduct. The inspection will always be carried out in agreement with the supplier.

SANOVO TECHNOLOGY GROUP

Supplier Code of Conduct Acknowledgement

To:
SANOVO TECHNOLOGY GROUP
Strategic Procurement Department Datavej 3
5220 Odense SØ

From:

Name of supplier / agent company
Address
Postal code and city
Country
VAT number

We confirm:

- Our understanding of and compliance with the requirements set out in the Supplier Code of Conduct from SANOVO TECHNOLOGY GROUP.
- Our understanding that the Supplier Code of Conduct is an integral part of the Trading Agreement entered with SANOVO TECHNOLOGY GROUP. Failure of compliance can lead to termination of the cooperation.
- On a regular basis, to download the latest version of the Supplier Code of Conduct available on the SANOVO TECHNOLOGY GROUP website.
- We understand that we may be asked to accept additional investigations, site visits or a full CSR audit in order to provide required levels of assurance with the standards described.

Signatures:

Signers signature

Signers name: _____

Signers title: _____

Date (dd/mm/yy): _____