

Code of Conduct for Profort A/S

1. Purpose and Area of Application

The way we work at Profort A/S is based on our Code of Conduct. The Code of Conduct sets out the values, ethical principles and guidelines that form the basis for our conduct and decisions in our day-to-day work. The aim is to ensure that all employees act responsibly, professionally and in accordance with applicable legislation.

The Code of Conduct sets out the principles that employees of Profort A/S must follow when working with colleagues, customers, suppliers and other business partners.

The Code of Conduct applies to all employees, managers, consultants and other persons acting on behalf of Profort A/S. All employees are expected to familiarise themselves with its contents and to comply with its guidelines in their day-to-day work.

Breaches of this Code of Conduct may result in disciplinary action in accordance with the company's internal rules and applicable legislation.

2. Compliance with the law and ethical business conduct

Profort A/S conducts its business in accordance with existing national and international legislation. All employees are responsible for acting in accordance with the laws, regulations and standards relevant to their area of work.

Employees are expected to demonstrate a high level of integrity in all business dealings and always make decisions that support the company's values and interests. This involves, amongst other things, acting honestly, professionally and responsibly towards colleagues, customers, suppliers and other business partners.

If an employee is in any doubt about legislation or ethical issues relating to a work task, they must seek advice from their manager or the relevant department within the company.

3. Anti-corruption, bribery and conflicts of interest

Profort A/S has a zero-tolerance policy towards corruption and bribery. Under no circumstances may employees offer, give, receive or accept payments, gifts or other benefits with the aim of influencing a business decision or obtaining an unfair advantage.

Gifts, hospitality or other forms of business courtesies may only be offered to a reasonable and moderate extent and must never be of such nature as to cast doubt on an employee's objectivity or integrity.

Employees must also avoid situations where personal interests may conflict with the company's interests. This may, for example, include financial interests in a customer or supplier, activities with a competitor, or private relationships that could influence business decisions.

If a potential conflict of interest arises, the employee must immediately inform their line manager.

4. Confidentiality, information and the company's assets

Profort A/S protects the company's confidential information as well as information belonging to customers, suppliers and business partners. Confidential information may include, amongst other things, technical solutions, customer data, financial information, strategic plans and internal documents.

Employees may only use such information in connection with their work duties and must not disclose it to unauthorised persons or organisations. This obligation remains in force even after the employment relationship has ended.

The company's assets, including equipment, IT systems, software and financial resources, must be used responsibly and exclusively for work-related purposes. Misuse, unauthorised use or failure to protect the company's resources is not permitted.

5. Customers, suppliers and fair competition

Profort A/S aims to build long-term relationships with customers and suppliers based on trust, quality and professional conduct. Employees who represent the company in dealings with external parties must always act in a manner that upholds the company's reputation and values.

The selection of suppliers and business partners must be based on objective criteria such as quality, price, service and reliability. Any form of undue influence or favouritism is unacceptable.

Profort A/S supports free and fair competition and complies with applicable competition law. Employees must therefore not enter into agreements or exchange information with competitors that may restrict competition or contravene the law.

6. Respect, the working environment and human rights

Profort A/S aims to create a safe and respectful working environment in which all employees are treated with dignity and respect. The company does not tolerate discrimination, harassment, bullying or any other form of abusive behaviour.

All employees must contribute to a positive working environment and respect differences amongst colleagues and business partners, regardless of gender, age, nationality, religion, political beliefs, sexual orientation or other personal circumstances.

Profort A/S respects fundamental human rights and expects its business partners and suppliers to do the same. The company does not tolerate forced labour, child labour or other forms of unacceptable working conditions.

7. Reporting and enforcement

All employees have a responsibility to act if they become aware of any circumstances that may be in breach of this Code of Conduct or existing legislation.

Suspected breaches may be reported to the immediate manager or the company's management. All reports will be treated confidentially, and employees who report in good faith will not face any adverse consequences.

The management of Profort A/S has overall responsibility for ensuring that this Code of Conduct is implemented, communicated and adhered to within the organisation.