

# Code of Conduct

The TS TECH A/S Code of Conduct outlines the standards that apply to our business conduct. TS TECH A/S operates in accordance with applicable national laws and regulations in all countries where we do business. We are continuously striving to improve our ethical, social, and environmental behavior.

Our goal is to minimize the environmental impact of our activities, ensure the health and safety of our employees, guarantee fair and timely compensation of our workforce, and conduct ourselves with integrity in all our operations. TS TECH A/S expects all employees to respect and adhere to the TS TECH A/S Code of Conduct.

TS TECH A/S also expects all business partners who perform work for TS TECH A/S and supply equipment and services to contribute to our efforts to promote responsible practices throughout the entire supply chain.

We look forward to our collaboration leading to mutual progress and success.

Dennis Mathiasen  
CEO

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## 1. COMPLIANCE WITH LEGAL REQUIREMENTS

In addition to complying with the provisions of this Code of Conduct, TS TECH A/S must also adhere to all national laws and regulations in the countries where we operate. This Code of Conduct is based on the general principles contained in the UN Universal Declaration of Human Rights (1948), the International Covenant on Civil and Political Rights (1966), the International Covenant on Economic, Social and Cultural Rights (1966), the eight fundamental ILO Conventions, and other relevant international human rights and labor standards.

## 2. ENVIRONMENT

TS TECH A/S strives to minimize the unwanted environmental impacts of our activities. TS TECH A/S must comply with all environmental laws applicable in the countries where we operate, and in this regard obtain and maintain the necessary registrations, permits, and licenses. TS TECH A/S has established management systems covering environmental aspects, including but not limited to:

- Use of scarce natural resources, energy, and water
- Emissions to air and discharges to water
- Noise, odor, and dust emissions
- Potential or actual soil contamination
- Handling of hazardous substances
- Handling of hazardous and non-hazardous waste.

Our goal is to continuously promote sustainable environmental development.

## 3. HEALTH AND SAFETY

All TS TECH A/S employees are provided with a safe and healthy working environment, including but not limited to protection from fire, accidents, and hazardous chemicals. TS TECH A/S equips its employees with safety gear and training to ensure tasks are carried out in a manner that is safe and sound from a health and safety perspective. TS TECH A/S ensures unrestricted access to drinking water and sanitary toilet facilities in the workplace. Adequate health and safety policies and procedures have been implemented.

## 4. LABOUR PRACTICES

TS TECH A/S respects the human rights of employees and treats its employees with dignity and respect. We comply with the following requirements regarding labor practices:

### **VOLUNTARY EMPLOYMENT**

TS TECH A/S does not participate in or benefit from any form of forced labor, including debt bondage, forced prison labor, slavery, compulsory labor, or human trafficking. Workers have the right to seek alternative employment throughout their period of employment. TS TECH A/S refrains from retaining employees' identification cards, travel documents, or other important personal papers. All employees have a written, understandable, and legally binding employment contract.

### **CHILD LABOR**

TS TECH A/S does not engage in or benefit from the use of child labor. The minimum age for employment is 15 years, or the minimum age required by national laws in the manufacturing country, whichever is higher. Minors (under the age of 18) must not be employed in work that is hazardous or harmful to their health, safety, or morals.

### **NON-DISCRIMINATION**

TS TECH A/S does not discriminate in compensation or employment practices on the basis of race, color, gender, language, religion, political or other opinion, caste, national or social origin, property, birth, trade union affiliation, sexual orientation, health status, family responsibilities, age, disability, or other personal characteristics. Employment, compensation, benefits, training,

promotion, job assignment, termination, retirement, or any other employment-related decisions must be based on relevant and objective criteria.

#### **TREATMENT OF EMPLOYEES**

TS TECH A/S treats all employees with respect and dignity. Employees are protected against acts such as physical, verbal, sexual, or psychological harassment, exploitation, or threats in the workplace, whether committed by supervisors or co-workers.

#### **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

TS TECH A/S respects employees' national rights to join or not join trade unions, seek representation, or join labor organizations or other associations. Employees covered by collective agreements have the right to bargain collectively, and union representatives will not be subjected to discrimination. All employees may communicate openly with management regarding working conditions without fear of retaliation, intimidation, or harassment.

#### **WAGES AND BENEFITS**

TS TECH A/S complies with the legally mandated minimum standards or industry standards for wages and benefits, whichever is higher. TS TECH A/S also ensures the provision of all legally required benefits, including health insurance and social security. Wages are paid in a legally recognized form of payment and in accordance with the employment contract. Wage deductions must be transparent and will never be used as a disciplinary measure.

#### **WORKING HOURS AND LEAVE**

TS TECH A/S complies with national laws and regulations regarding working hours. Employees, including those with part-time contracts, must not be required to work more than 60 hours per week on a regular basis (including overtime). Employees are entitled to at least one day off for every seven-day period and are given reasonable breaks during working hours as well as adequate rest periods between shifts. TS TECH A/S provides paid leave in accordance with national legislation. Employees who wish to take parental leave will not be dismissed or threatened with dismissal. They are entitled to return to their previous position with the same pay and benefits.

### **5. ETICS**

TS TECH A/S will act with integrity in the conduct of its business activities.

#### **PRODUCT LIABILITY**

TS TECH A/S will exercise due care in the design, manufacturing, and testing of its products to prevent product defects that could pose a danger to life, health, or safety of individuals affected by a defective product, or that could have an undesirable impact on the environment.

#### **BUSINESS INTEGRITY**

TS TECH A/S complies with all laws and regulations concerning bribery and prohibited business practices in the countries where it operates. Business partners must refrain from offering expensive gifts or extravagant entertainment to TS TECH A/S employees in an attempt to influence business decisions.

### **6. SUPPLIERS TO TS TECH A/S**

TS TECH A/S gives preference to business partners who share our business values and practices.

We will therefore evaluate and select suppliers and subcontractors who are committed to supporting our efforts to uphold the standards outlined in this Code of Conduct.