

Code of Conduct

1. Introduction

Our global world makes greater demands for international companies to do business in a way that is responsible to the global community.

Indura is devoted to support and work for social responsibility as an integrated part of our business. We wish to conduct a successful business in an ethical, legal and socially responsible manner.

The Supplier Code of Conduct of Indura has been based on United Nations Global Impact, United Nations Declaration on Human rights and various international conventions and treaties.

The Code of Conduct establishes a minimum requirement and defines certain standards and Indura urges its suppliers to strive for continued improvement within all areas covered by this Code of Conduct.

The requirements of our Supplier Code of Conduct are non-negotiable and shall be complied with by our suppliers, and their subcontractors, through all their activities. If con-compliance occurs, Indura will not as first response take action to terminate business agreements. However, Indura

2. The standards of Indura

2.1. Child labor

Indura expects its suppliers not to be engaged in child labor as defined in this paragraph. Business will be avoided with any company engaged in the use of child labor for the production of any product.

Children under the age of 18 shall not be employed in work that may put their health or safety in danger, including night work.

Children under 15 years, or under 14 years of age in countries specified in ILO Convention 138 shall not be employed in work that may harm their health and/or education. If such child labor is already taking place, work for immediate phasing-out should be initiated.

(UN Convention of The Rights of Children and ILO Conventions 138 and 182)

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2.2. No forced labor and fair treatment

Indura expects that the supplier is not engaged in or supporting the use of forced labor, labor in connection with punishment, slavery or labor carried out against the free will of the employees. The employees shall be free to leave their employer after own free will and a reasonable notice.

Furthermore, Indura expects that the employees of the supplier are not exposed to physical, sexual or mental harassment.

2.3. No discrimination

The supplier shall hire the employees based on their working capabilities and skills. Indura expects the supplier to respect cultural differences and there shall be no discrimination based on ethnic origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

2.4. Working environment

Indura expects the supplier to provide suitable working conditions for the employees and to respect national and international rules and regulations.

The supplier shall ensure that its workers are offered appropriate sanitary facilities and that they are ensured a safe and healthy working environment, including but not limited to protection from accidents.

2.5. Working hours and wages

Working hours shall be in accordance with national legislation or industrial standards. If no legislation exists the working hours should not exceed the working hours laid down in current international conventions (E.G. ILO Conventions No. 1)

The supplier shall comply with either legal minimum or industry standards concerning wages and benefits. In any event, the supplier shall always provide a reasonable living wage. Deductions from wages as a disciplinary measure shall not be permitted.

2.6. The right to organize and to bargain collectively

Indura expects the supplier to allow the employees to join or form trade unions of their own choosing and to bargain collectively. The representatives of the employees in the trade unions must not be discriminated against.

If these rights are limited by law the employer shall facilitate and under no circumstances hinder parallel means for independent and free association and bargaining.

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2.7. Privacy

Indura expects the supplier to respect the privacy of the employees when collecting and storing information of private character.

2.8. Corruption and bribery

Bribes must not be offered, promised, given, accepted, condoned, knowingly benefited from, or demanded.

2.9. Environment

The supplier must comply with national environmental legislation.

Indura also expects the supplier to strive to minimize the adverse environmental impacts of its activities, products and services through responsible management of its environmental aspects.

If relevant the supplier is obligated to organize the manufacturing process according to the Prevention and Control Law of Radioactive Contamination of People's Republic of China 2003 and the supplier confirms that the products are free from cobalt (60) contaminations.

2.10 REACH and SVHC

The supplier must comply with all applicable laws and regulations in relation to the chemical substances in products supplied to Indura hereunder but not limited to both European Regulations number 1907/2006

and 1272/2008 respectively regarding the registration, evaluation, authorisation and restriction of chemical

substances (REACH Regulation) on the one hand and the classification, labelling and packaging of substances and

mixtures (CLP Regulation) on the other hand.

2.11 Conflict Minerals

The Supplier shall map its supply chains for tantalum, tin, tungsten and gold (3TG) according to the United States Dodd-Frank Wall Street Consumer Protection Act, Section 1502 (Dodd-Frank Act). Further, the Supplier must comply with the regulation (EU) 2017 / 821 of the European Parliament and of the Council (EU Regulation) which require companies to map their supply chains, identify, assess and mitigate risks as well as report publicly on the actions and outcomes of their due diligence.

2.12 ROHS

The supplier must restrict the use of hazardous substances and comply with Directive 2002/95/EC (RoHS), which restricts the use of specific hazardous materials found in electrical and electronic products (known as EEE) in any and all products delivered to Indura.

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2.14 IMO Requirements

The Supplier must comply with the IMO's Maritime Safety Committee guidelines latest ammended through Resolution MSC.428(98) 'Maritime Cyber Risk Management in Safety Management Systems'. This resolution encourages administrations to ensure that cyber risks are appropriately addressed in existing safety management systems (as defined in the International Safety Management (ISM) Code).

3. Reporting and compliance

Upon request of Indura, the supplier must report to Indura in writing and account for the level of compliance with each of the Indura standards defined in this Code of conduct.

Compliance with the Code of Conduct is the responsibility of the supplier and Indura may inspect the business facilities of the supplier to verify compliance with this Code of conduct.

Inspection may be carried out by third party and can be made unannounced.

Above is written in association with our lawyer Kim Rasmussen

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