

## Supplier Code of Conduct

In Gibo Plast, our ambition is to contribute to sustainable development. We see a good correlation between behaving responsibly while increasing our internationalization, earnings and growth.

To ensure that we live up to our ambition of responsibility, we are dedicated in meeting the CSR policy for SP Group A/S. The CSR policy reflects our core value to create the best plastic solutions for the benefit of both our customers and the surrounding environment. The CSR policy constitutes the framework for all our activities and our profile as an attractive employer and business partner.

Together with our suppliers we will work for social and environmental improvements in our supply chain. Therefore, we have developed a Supplier Code of Conduct, which is the basis for positive development and improvements in the supply chain by means of dialogue and on-going working relationships as well as monitoring. In this cooperation we will primarily focus on our suppliers of tools and plastic sheets.

Gibo Plast wish to promote fundamental human rights, labor rights, environmental standards as well as anticorruption. In Gibo Plast we adhere to the CSR Policy and to the principles of this Code of Conduct and we expect the same from our suppliers.

Gibo Plast will endeavor to terminate the business relationship with suppliers who repeatedly and knowingly violate this Code and refuse to collaborate with Gibo Plast in implementing improvement plans.

In cases of severe violations, e.g. in cases of severe violations of human rights and/or significant damage to the environment or in cases of bribery, termination may be with immediate effect.

## Ethics and Legal Compliance

In addition to this Code of Conduct, we expect our suppliers to operate in full compliance with all applicable international and national laws and regulations and prevailing industry standards.

We also expect that our sub-suppliers operate in compliance with this Code.

Any experienced non-compliant behavior among suppliers or sub-suppliers must be reported to the managing director of Gibo Plast A/S. Contact information can be found on the last page of this policy.

## Human Rights

### Human rights in general

Gibo Plast suppliers must support and respect the protection of international human rights and remedy violations in case they are involved in such.

### Privacy

Gibo Plast suppliers must respect the privacy rights of their employees and customers.

### Non-discrimination

Gibo Plast suppliers must not discriminate customers or others in their value chain because of age, gender, race, color, disability, religion or belief, language, national or social origin, trade union membership or any other status recognized by international law.

### Community Impacts

Gibo Plast suppliers must assess and address the impact of their operations on the human rights of local communities.

### Country Risk

Gibo Plast suppliers must take steps to avoid involvement in human rights abuses owing to government or societal practices in their countries of operation.

## Employment practices

### Health and Safety

Gibo Plast suppliers must offer employees a safe and healthy working environment. Adequate health and safety policies and procedures must be established and followed. Gibo Plast suppliers must supply its employees with the protective equipment and training necessary to perform their task safely.

### Hours and wages

Gibo Plast suppliers must make sure that the working week of their employees is limited to 48 hours. Overtime must be infrequent and limited and must not exceed 12 hours per week. Employees must be given reasonable breaks and rest periods.

Gibo Plast suppliers must pay all employees a fair and equal compensation in accordance with legal minimum standards or industry benchmark standards concerning wages and benefits.

### Fair Treatment

Gibo Plast suppliers must protect employees from any form of corporal punishment, mental or physical coercion or harassment at the workplace.

## **Labor Standards**

### **Trade unions**

Gibo Plast suppliers must recognize the rights of their employees to freedom of association and to bargain collectively.

If independent trade unions are either discouraged or not allowed in the area of operation, Gibo Plast suppliers must facilitate measures to enable employees to gather independently to discuss work-related matters and systems for designated spokespersons to negotiate with the management.

### **Forced labor**

Gibo Plast suppliers must not participate in, or benefit from, any form of forced or involuntary labor.

All employees shall enjoy the freedom of movement during the course of their employment. Gibo Plast suppliers must not withhold identity cards, travel documents and other important personal papers from their employees.

### **Child labor**

Gibo Plast respects the rights of children to development and education. Thus, Gibo Plast suppliers must not engage in child labor. The minimum age for employment must not be less than 15 years (or 14 years where established by national laws).

Gibo Plast suppliers must not hire young workers (below 18 years of age) to perform night work or any type of work that is hazardous or likely to have a negative impact on the employee's physical or mental development.

### **Non-discrimination and equal opportunity rights**

Gibo Plast suppliers must not discriminate employees on account of age, gender, race, color, disability, religion or belief, language, national or social origin, trade union membership or any other status recognized by international law. Gibo Plast suppliers must base employment related decisions on relevant and objective criteria.

## **Environment**

### **Compliance and Management**

Gibo Plast suppliers must be aware of current laws and regulations relevant to the environmental impacts of their activities, products and services. Gibo Plast suppliers must ensure legal compliance through training, awareness, operational control and monitoring.

Gibo Plast suppliers must work systematically to prevent, minimize and remedy adverse environmental impacts of its activities and manage environmental issues to ensure appropriate and continuous improvements.

**Precaution**

Gibo Plast suppliers must support a precautionary approach to environmental challenges.

**Responsibility and Performance**

Gibo Plast suppliers must take measures to reduce energy consumption and emissions of greenhouse gases.

Gibo Plast suppliers must actively limit the use of scarce natural resources, noise, odor and dust, dangerous substances, water as well as soil contamination and the production of waste.

**Technology**

Gibo Plast suppliers must take steps to encourage the development and diffusion of environmentally friendly technologies.

**Anti-Corruption****Policy and Procedures**

Gibo Plast suppliers must refrain from offering, promising, authorizing or giving any form of corruption, extortion or bribery to unjustly influence public officials, the judiciary or business partners. In addition, Gibo Plast suppliers must refrain from soliciting or accepting any form of bribery from any person.

**Third Parties**

The anti-corruption policy of Gibo Plast suppliers must cover agents, intermediaries and consultants.



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