

## SUPPLIER CODE OF CONDUCT

### Purpose

At Mannaz, our purpose is to **move what truly matters** – for the people and organizations we serve and for the world at large. Sustainability in all aspects is our commitment. We believe inclusion, diversity, psychological safety, and securing a sustainable green future are key drivers for business operations that are financially sound and future fit.

Since Mannaz A/S is committed to **conducting business ethically and sustainably**, we expect our suppliers to adhere to the same principles. Our *Supplier Code of Conduct* outlines the minimum standards and practices we require from all our suppliers to ensure that all parties involved operate responsibly & in line with legal regulations aligned with our company's values.



### Compliance with laws and regulations

Suppliers must comply with all applicable local, national, EU and international laws and regulations, including but not limited to labor laws, environmental regulations, and anti-corruption laws.

**Key standards** and conventions we adhere to include:

- UN Guiding Principles on Business and Human Rights
- International Bill of Human Rights
- International Labour Organization Conventions
- Ten Principles of the UN Global Compact.

### LABOR & HUMAN RIGHTS

- **Fair Wages and Working hours:** Suppliers must provide fair wages and benefits that meet or exceed legal standards. Working hours should comply with local laws and not be excessive.
- **No Child Labor:** Suppliers must not employ individuals below the legal working age.
- **No Forced Labor:** Suppliers must not use forced or involuntary labor.
- **Non-Discrimination:** Suppliers must provide a workplace free from discrimination based on race, gender, age, religion, or any other protected characteristic, guided by the relevant EU regulations and international guidelines on non-discrimination, equal opportunities, and fair wages in procurement decisions.

## HEALTH & SAFETY

Suppliers must provide a safe and healthy working environment. This includes taking proactive measures to prevent accidents and injuries and ensuring that workers have access to necessary safety equipment and training.

## ENVIRONMENTAL PRACTICES

Suppliers must comply with all industry-specific environmental laws and regulations.

They should strive to **minimize their environmental impact** in all material & relevant aspects of their business operations by:

- **Reducing greenhouse gas emissions** in line with general best practices & *Mannaz Travel Guidelines* (as described in *Mannaz Code of Conduct*, Appendix 1),
- **Reducing waste** generation to mitigate land & water pollution and help preserve clean water reserves,
- **Safeguarding natural systems** from accidental pollution and hazardous materials,
- **Conserving energy** resources and use sustainable solutions to create positive change,
- Promoting sustainable products **reuse & responsible disposal** at the end of its lifecycle.

In Mannaz, we will prioritise procurement from suppliers adopting or improving own

environmental practices including some or all of those mentioned above, depending on industry & materiality factors.

## ETHICAL BUSINESS PRACTICES

- **Anti-Corruption:** Suppliers must not engage in any form of corruption, including bribery, extortion, or embezzlement
- **Fraud:** Suppliers must not perform any intentional acts of illegal, unethical or inappropriate behavior.
- **Fair Competition:** Suppliers must engage in fair business practices and avoid any activities that restrict competition.
- **Conflict of interest:** Suppliers must ensure compliance to prevent anti-competitive practices like bid-rigging or price-fixing.
- **Information Security:** Suppliers must implement measures to prevent breaches of physical & digital data.
- **Confidentiality:** Suppliers must protect the confidentiality of all proprietary information shared by Mannaz A/S.



## Monitoring and Compliance

Mannaz A/S reserves the right to monitor and audit suppliers to ensure compliance with this *Code of Conduct*. Suppliers are expected to cooperate fully with any such audits and provide necessary documentation.

## Reporting Violations

Suppliers must report any violations of this *Code of Conduct* to Mannaz A/S. We will investigate all reports and take appropriate action.

## Continuous Improvement

Suppliers are encouraged to continuously improve their practices and align with the principles outlined in this *Code of Conduct*, *Mannaz Procurement Policy* & all other relevant regulations & standards.

*For inquiries, feedback, or grievances related to this policy, please contact Senior Vice President, Signe Hyldgard Heskia, [shh@mannaz.com](mailto:shh@mannaz.com) or CFO, Martin Søgård Nielsen, [man@mannaz.com](mailto:man@mannaz.com).*

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## Appendix

Appendix 1: Mannaz Code of Conduct

<https://www.mannaz.com/en/about-us/code-of-conduct>

Appendix 2: Mannaz Sustainable Procurement Policy

[Mannaz Sustainable Procurement Policy.docx](#)