

// Everybody working for AABO-IDEAL has a joint responsibility for enabling the company to evolve and grow.

We are all stakeholders and culture bearers, and our behavior and decisions must comply with the content of this Code of Conduct booklet. //



AABO IDEAL
Supplier of Finishing Lines Worldwide

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AABO-IDEAL CODE OF CONDUCT V2.0 2024



Code of Conduct

for AABO-IDEAL managers and employees

AABO IDEAL

To be a part of AABO-IDEAL

Worldwide, we are one of the companies in the industry with the longest and best experience in designing, producing and selling surface treatment plants.

We know that we have a reputation for having the greatest expertise and a high level of craftsmanship, and that many of our employees have a long seniority.

Our everyday life is, after all, shaped by the corporate culture we work under as a part of AABO IDEAL, namely that: we must treat each other with respect, take care of each other and always do our utmost.

The guidelines in this booklet support our culture and set a clear course for how we get better, can grow, and become the choice of reason for our customers.

**we
know
how**

JOINT RESPONSIBILITY

Maintaining the competitive edge is a key to success for any company. To remain at the top of the industry, AABO-IDEAL holds our goal strongly in mind and include our set of values in everything we do.

With that comes holding high ethical standards and integrity to continue to be perceived as the preferred and professional supplier for our customers.

Everybody working for AABO-IDEAL has a joint responsibility for enabling the company to evolve and grow. We are all stakeholders, and our behavior and decisions must comply with the content of this Code of Conduct booklet.

Our Code of Conduct outlines how our values should be lived by in the daily life at AABO-IDEAL, and it is a set of rules and principles for how we want to act and behave as an international company.

The goal of this Code is to equip all managers and employees with the necessary tools to take the most ethical cause of action in any difficult situation.

The Code of Conduct is binding for us all, and we require all entities, contractors and employees worldwide to operate according to the law and within the frame of our Code of Conduct.

After all, you as employees are our biggest asset, and the most significant impact on our business is through your actions and decisions – internally as well as externally.

Whether we work at HQ in Denmark or are a part of our subsidiaries and network of agents, we become each other's suppliers of tasks and

information via our close cross-organizational cooperation and interaction.

We all wish to work with stable and excellent suppliers, and in that capacity it is paramount that we always do our utmost to be just that – to each other as well as to our customers.

Our employees are the foundation of AABO-IDEAL, and as such we are all ambassadors for the company. This means we are noticed, both when we are successful and if we make mistakes. Just as you are expected to conduct your tasks professionally and to be a good ambassador, you can expect – when upholding our Code – the organization to be 100 percent behind you.

I thank you for your commitment, and for participating in making AABO-IDEAL a workplace we all can be proud of.

Sincerely



Gynter Graul Lorenzen
CEO

AABO  IDEAL



INDEX

| | |
|---|----|
| Our goal..... | 5 |
| Our culture..... | 6 |
| Our set of values | 8 |
| Code of Conduct | 10 |
| INITIALLY | |
| Our interaction..... | 10 |
| Safety compliance | 10 |
| ENVIRONMENT | |
| Environmental management | 11 |
| SOCIAL | |
| Health, safety and well-being | 12 |
| Health and sickness | 12 |
| Occupational injuries..... | 13 |
| Zero tolerance..... | 13 |
| Employment conditions | 13 |
| Freedom of association and collective bargaining..... | 13 |
| Alcohol, drugs and smoking | 14 |
| Work environment..... | 14 |
| Child labour and forced labour | 15 |
| GOVERNANCE | |
| Privacy | 15 |
| Conflict of interest | 16 |
| Corruption, bribery and extortion | 16 |
| Quality assurance..... | 16 |
| Government and political interaction..... | 17 |
| Competition | 17 |
| Intellectual property..... | 18 |
| Our suppliers..... | 18 |
| LAST – BUT NOT LEAST | |
| Compliance..... | 20 |
| Raising concerns safely..... | 20 |
| The future | 22 |

OUR GOAL

“ Our goal is to create improvements through timely, precise, proactive and value-creating activities. ”

AABO-IDEAL wants to strengthen the core of the company through our set of values, which creates a focus on quality in everything we do:

- Trust and team spirit
- Proactive behavior
- Leadership
- Business understanding
- Propriety and honesty
- Excellence

By holding our goal strongly in mind, we strive to make it very easy to be our customer, and to be a company that all employees feel happy working for and representing.



OUR CULTURE

// Our culture determines how we interact and handle our business, and we are all culture bearers. //

The AABO-IDEAL corporate culture at its core is all about treating each other with respect, taking care of each other, keeping a good tone, and always doing our utmost.

We appreciate setting goals, and we expect action to be taken to reach them. To ensure our success it is essential that we all – as members of the same team – keep an open mind and make an extra effort when needed.

We want to create openness and confidence about the processes in our company, and ensure a safe and constructive atmosphere around asking for help, advice and guidance.

Furthermore, the core of our company culture is surrounded by the following very specific statements:

Diversity

At AABO-IDEAL we embrace diversity. We know that people are not alike – each person thinks, works and reacts in its own way, and we all have different strengths.

Since we perceive all employees as members of the same team, it is very important that everyone is treated with the same respect and empathy.

As a rule we must focus on our colleague's strong points, and offer our help with the not so strong ones.

Integrity and honesty

In everyday life at AABO-IDEAL the connection between values, actions, processes, expectations and results is crucial. If we don't do what we say, we lose credibility.

The underlying driving force of everything we do must always be integrity and honesty – internally as well as externally.

Curiosity

At AABO-IDEAL we know that e.g., business and product development – large or small – can occur by unexpected means.

We encourage our employees to have an inquisitive mind, technically as well as cultural. With an open and curious approach, you often obtain new knowledge and valuable insight.

Accountability

We all rely on each other to perform our respective tasks to the very best of our ability, just as all our customers rely on us to deliver the very best surface treatment lines and service.

In other words, AABO-IDEAL's accountability with our customers originates from us taking responsibility and make the optimum handover to the next step in the process.

To be able to do that, we need to investigate what the requirement from the next step is.

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OUR SET OF VALUES

“ Our set of values is the key to delivering high quality solutions and services. ”



Trust and team spirit

We want all AABO-IDEAL employees to perceive themselves as members of the same team.

We respect our employees' right to express themselves freely, and through mutual trust and close cooperation we want to create an open dialogue, and a trusting basis for constructive feedback between managers and employees.

By encouraging a strong team spirit, we believe the company can evolve and grow.



Proactive behavior

We must always strive for improvement and try to optimize our processes and tools.

Our employees are stakeholders in the company's development. To remain a frontrunning company in the industry, we create room for proactive action from the experts: our employees.



Leadership

To succeed as a workplace and as a business, clear leadership at all levels is the key.

We believe that clear leadership consists of a high level of communication, motivation and inspiration, and where the goal is to enable others to contribute to the success. A clear AABO-IDEAL leader is a good flag-bearer showing the way and guiding to change.

Business understanding

AABO-IDEAL is a business, and it is important that all decisions and actions are taken with that in mind.

Good business understanding must be the foundation of everything we do for us to remain an important player in the market, and to evolve and expand our business.



Propriety and honesty

It is important that AABO-IDEAL is known for conducting our business in a decent and honest manner.

All our dealings – with customers and suppliers as well as internally – are based on trust and credibility.

Transparency and straight forward processes, both amongst ourselves in the company, and with regards to our customers and suppliers, strongly underline our intent of propriety and honesty in every relationship.



Excellence

By always doing our utmost, we show excellence both as a colleague and within our line of business.

At AABO-IDEAL we can hit the mark in what we do if we use the right tools and procedures – and we want them to always be a work in progress.

To show excellence and to be at the top of the game entail the ability to streamline our tools and procedures when needed.



CODE OF CONDUCT

“ Our Code of Conduct is a tool intended to equip you to take the most ethical cause of action in any difficult situation. ”

The Code of Conduct broadly covers the aspects of approach to ethical matters, compliance and sustainability, and it is grouped according to the topics environmental, social and governance matters.

INITIALLY

■ Our interaction

We expect everybody to treat each other with respect, take care of each other and always make an effort regardless of the position in the organization.

AABO-IDEAL is an international company, and we therefore have international colleagues with different cultures, beliefs and background. It is very important that we respect these differences.

As a workplace with many functions and departments under the same roof, we encourage open dialogue and constructive feedback between managers and employees.

■ Safety compliance

The safety rules and regulations are applicable to all employees and contractors working for AABO-IDEAL.

A contractor is considered any legal person who performs work for and as such represents AABO-IDEAL without terms of employment.

All work is to be conducted according to Danish law, the instructions and recommendations of the Danish Work Environment Authority and other authorities, applicable contracts between the labour market partners, and the rules established by AABO-IDEAL.

The highest safety standard always applies whether it is a local regulation or the Danish Working Environment Act, and AABO-IDEAL safety standards combined. Equipment and materials must comply with the corresponding requirements.

Every employee and contractor are responsible for staying informed and to fully understand these provisions.


ENVIRONMENT

■ Environmental management

At AABO-IDEAL we all comply with the rules and regulations regarding our environmental management system.

In our policy it is clearly stated how we are responsible for complying with the environmental legislation, and to work on reducing our environmental impact.

As part of our sustainability strategy, we are ISO 14001 certified. This certification enables us to manage environmental risks across the organization and keep aiming at improving the environment in general.



We are committed to reduce and prevent the strain on our work environment as well as our surrounding environment.

By way of action, we also carefully select suppliers, products and services based on the ability to meet our environmental requirements.



SOCIAL

■ Health, safety and well-being

We provide a safe and secure work environment – physical, chemical and psychological – where employees can work without being injured or becoming ill.

We take all practicable steps to prevent incidents and injuries, including training of our employees to manage risk and work safely.

■ Health and sickness

Healthy and thriving employees are a benefit to our company as well as our customers.

We ask and expect of everybody to take good care of each other, and we keep an eye on our employee's sick leave to evaluate if it is related to our work environment. If that is the case, we make an effort to change the conditions as quickly as possible.

■ Occupational injuries

All occupational injuries, accidents or near misses happening at AABO-IDEAL must immediately be reported to the safety representative or management.

In cooperation with the COO, the safety representative will take care of occurring occupational injuries.

■ Zero tolerance

AABO-IDEAL wishes to treat all employees with dignity, and it is important that they all have the opportunity to develop their potential.

We therefore do not tolerate discrimination, harassment or sexual harassment in the workplace in any way or form.

■ Employment conditions

AABO-IDEAL respects our employees' right to a healthy work-life balance as well as decent working conditions, and we avoid systematic use of excessive hours of work.

We pay a fair living wage corresponding to the type of work, working hours, qualifications and applicable local laws or collective agreements.

■ Freedom of association and collective bargaining

We also respect our employees' right to organize, and acknowledge their right to collective bargaining, and we want an open and constructive dialogue regarding work conditions.





■ Alcohol, drugs and smoking

At AABO-IDEAL – and at every other connected worksite – drugs and alcohol must not be used, consumed or kept during work hours and within worksite.

Smoking is only permitted in designated exterior areas. If the location is a non-smoking workplace, it must always be respected.

“ AABO-IDEAL is an alcohol and drug-free workplace.”

■ Work environment

All work must be conducted in a manner which does not pose a risk of injury to people or damage to the property or the environment.

In matters concerning protection and safety, it is important that all employees and contractors collaborate with AABO-IDEAL's management and the safety organizations.

All personal safety equipment necessary for the assignments is available. The employees and contractors are responsible for acquiring correct, functioning, and updated personal safety equipment via AABO-IDEAL.

Safety shoes must be worn by everyone walking outside the marked areas in the production area.

Guests from outside must wear yellow vests when in the production area.

AABO-IDEAL has safety shoes and vests available for borrowing.

At all worksites, the highest safety standard always applies whether it is a local regulation or the Danish Working Environment Act, and AABO-IDEAL safety standards combined.

■ Child labour and forced labour

AABO-IDEAL is strongly committed to human rights, and we do not use neither compulsory, forced or child labor in any of our direct or indirect operations.

“ AABO-IDEAL is committed to provide and maintain a safe and secure workplace for all employees.”

GOVERNANCE

■ Privacy

We ensure compliance with rules regarding protection of personal data in an ethical and transparent manner.

In general, we refrain from performance monitoring of employees, and we only conduct monitoring in a restricted way as well as in accordance with legislation.





■ Conflict of interest

AABO-IDEAL expects our employees to make the management aware of any actual or potential conflict of interest.

A conflict of interest is a situation where an employee has a personal or private interest, which can affect the ability to make sound and ethical business decisions in the best interest of the company.

■ Corruption, bribery and extortion

We conduct business in a decent and ethical manner, and as a responsible company we actively strive for good business conduct.

AABO-IDEAL do therefore not tolerate and do not engage in any kind of corruption, bribery or extortion.

■ Quality assurance

At AABO-IDEAL we focus on both quality and work environment as well as the surrounding environment.

These 3 areas are managed via our Quality, Health, Safety and Environment System – in short QHSE – where we:

- Work systematically with deviations and follow-up on these.
- Work systematically with internal control functions and audits.
- Work with supplier assessment.

- Work with risk assessment of internal and external work environment.
- Work to reduce the environmental impact.

AABO-IDEAL is ISO 14001 certified with environmental focus in our quality management system.

■ Government and political interaction

AABO-IDEAL will not make contributions or give endorsements, directly or indirectly, to political parties, political committees or individual politicians.

As private citizens, our employees have the right to take part in political activities to be carried out in their private time.

■ Competition

Competition is an essential element of business.

AABO-IDEAL believes in the importance of free competition, and we compete lawfully and fairly in every market and every country we are represented in.

Our employees must comply with all applicable national and international competition laws, and refrain from enter any unlawful arrangements which may influence a competitor's competitive behaviour.





■ Intellectual property

Intellectual property is intangible assets such as patentable inventions, trademarks, copyrightable works, drawings, confidential information, know-how, and trade secrets.

These assets are valuable to AABO-IDEAL and shall not be in the public domain.

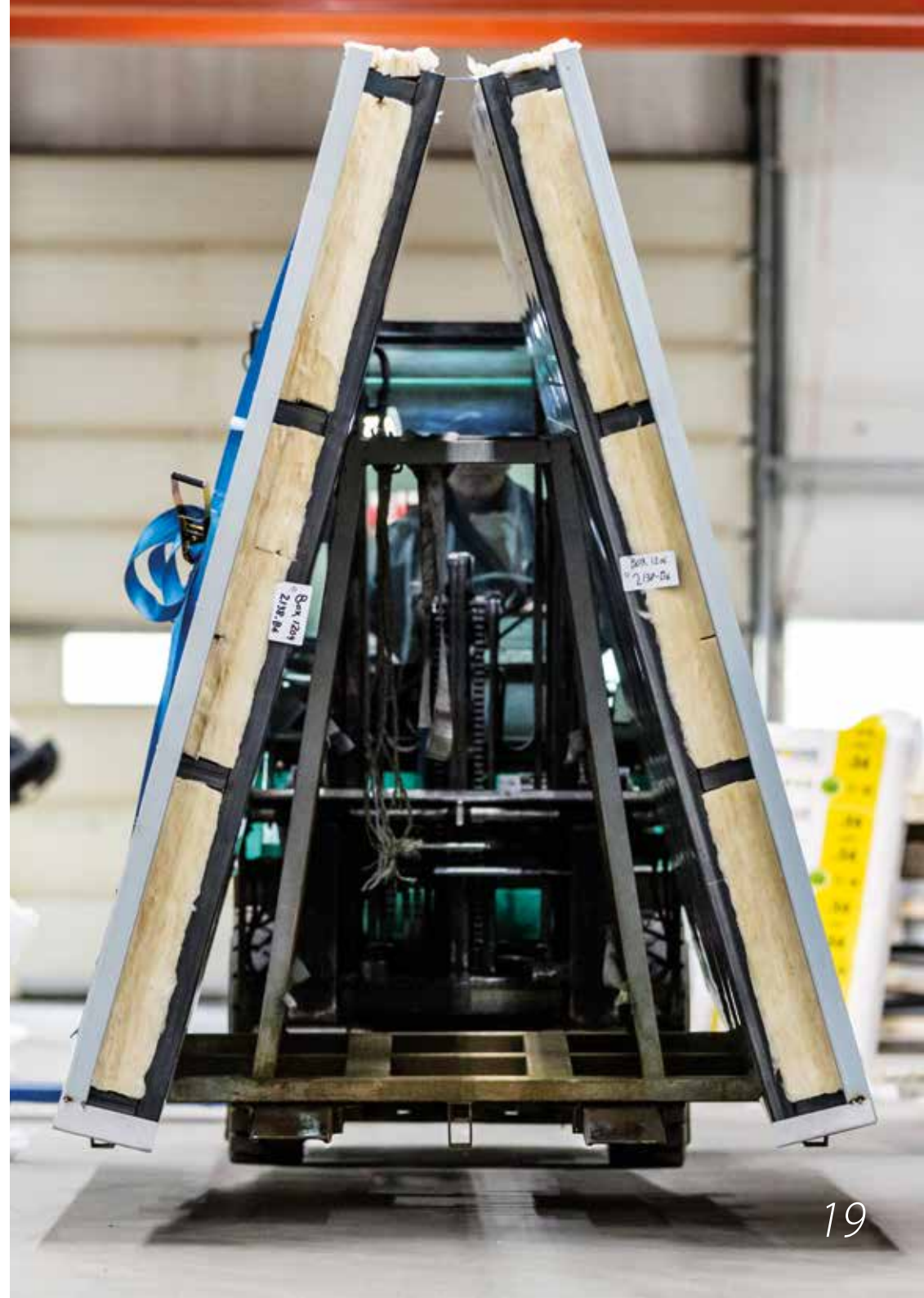
All employees must therefore be careful not to disclose anything within our intellectual properties to people outside the company without the appropriate safeguards.

All intellectual property and confidential information must be protected since it otherwise can restrict AABO-IDEAL's freedom to operate.

■ Our suppliers

To uphold our company integrity and ethics – both as a preferred workplace and as an environmentally responsible business – our suppliers and partners must comply with our Code of Conduct as well.

At this moment we are having a good dialogue with suppliers and partners about these terms.



LAST – BUT NOT LEAST

■ Compliance

The content of this Code of Conduct booklet applies equally to everyone who works for AABO-IDEAL: managers, employees, contractors, subsidiaries and agents.

We must all comply with the guidelines given in this booklet, and never take part in anything which may harm or discredit the company name or reputation.

Violation of our Code of Conduct may result in disciplinary action, which can include dismissal.

■ Raising concerns safely

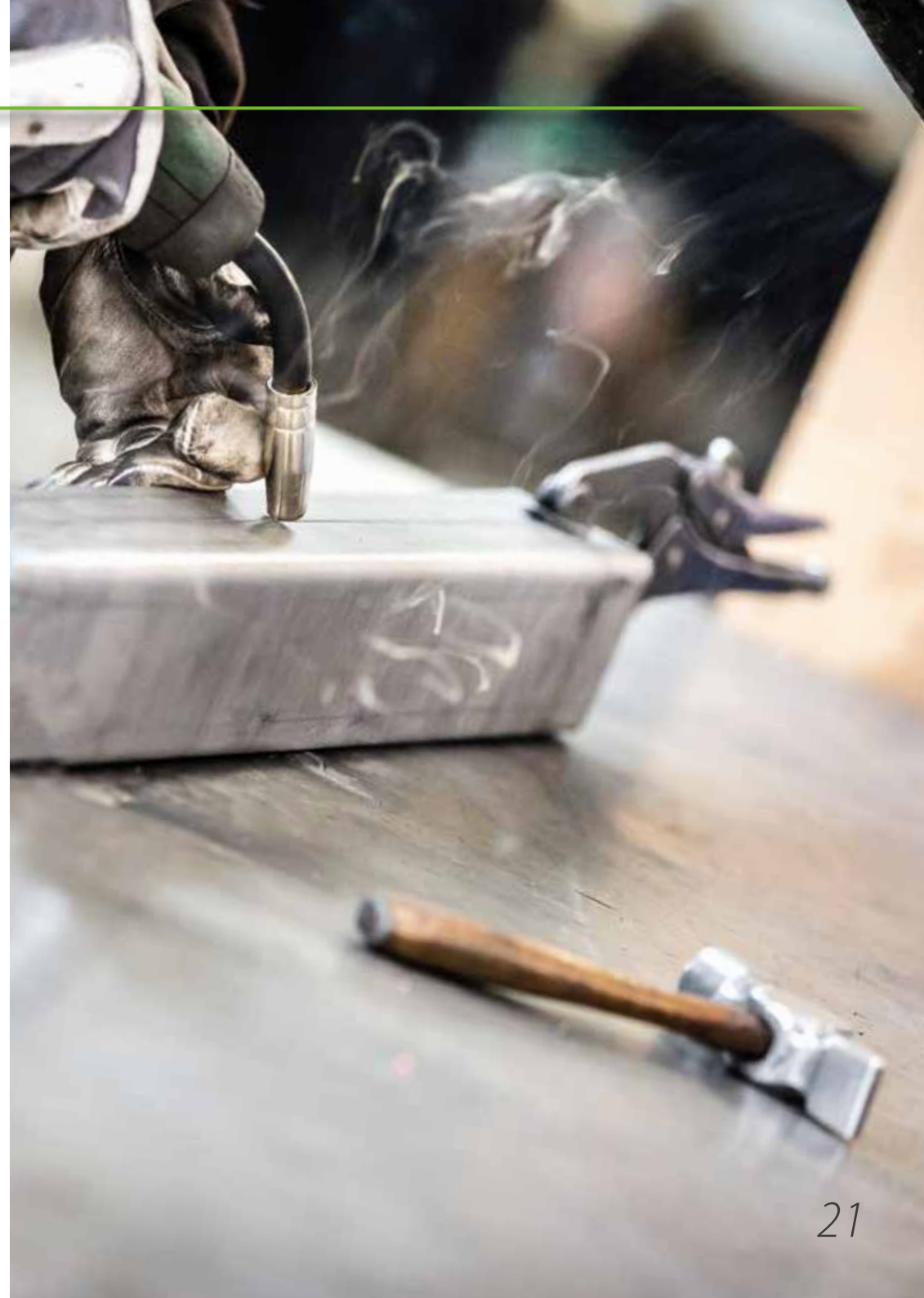
We want to create a speak-up culture by encouraging all employees, contractors and suppliers to report to the manager of the area or task involved if they experience any concern about breach of law, applicable regulations or standards, or Code of Conduct.

In case the concern cannot be addressed as described, or no provable action is taken, the CEO or the Board of Directors will be available for assessment of the concern.

The law obliges all employers to set up a whistle-blower scheme.

AABO-IDEAL has therefore established a whistle-blower scheme, which is administered by a law firm. The objective of the whistleblower policy is to bring matters to light that we would not know otherwise.

All entities, contractors and employees worldwide have been informed of the whistleblower scheme, and how to raise concerns if needed.



THE FUTURE

At AABO-IDEAL we want to continue growing as a market leading business within the surface treatment industry.

Our experience and know-how shall show itself very clearly in the daily operation as well as in our product development.

We believe that financial growth based on social and environmentally responsible decisions is the way to create long-term and sustainable results.

To succeed, we all need to comply to the same rules and principles, and work towards the same goal.



“ At AABO-IDEAL we hold our goal strongly in mind and include our set of values in everything we do.

To succeed as a workplace and as a business, we all need to comply and work as a team.”