

Code of Conduct for Gaardbye Supply ApS

Valid from 1/1-2025

At Gaardbye Supply ApS, we are committed to conducting our business with high integrity, responsibility, and respect for people, society, and the environment. This Code of Conduct outlines our core values and commitments to our customers, suppliers, and stakeholders.

1. Integrity and Honesty

We always act with honesty and integrity in all aspects of our business. This means that we:

- Comply with all applicable laws and regulations.
- Provide accurate and truthful information to our customers and partners.
- Avoid conflicts of interest and always act in the best interest of our company and partners.

2. Respect for Human Rights

We respect and promote human rights in all our activities and expect the same from our partners. This includes:

- A zero-tolerance policy towards any form of discrimination, harassment, or forced labor.
- Ensuring safe and healthy working conditions for all employees.
- Supporting diversity and inclusion in the workplace.

3. Environmental Responsibility

We are committed to protecting the environment and minimizing our ecological footprint. We achieve this by:

- Using resources responsibly and reducing waste.
- Supporting recycling and sustainable practices in our operations.
- Complying with all environmental standards and regulations.

4. Business Ethics

We conduct our business ethically and professionally. This means that we:

- Combat corruption and bribery.
- Respect intellectual property rights and confidentiality.
- Act fairly and transparently towards all partners.

5. Collaboration with Suppliers

We expect our suppliers to share our commitment to high ethical standards. Therefore, we ask suppliers to:

- Comply with applicable laws and regulations.
- Treat their employees fairly and with respect.
- Contribute to sustainable development.

6. Customer Responsibility

Our customers are at the heart of our business, and we are committed to delivering high-quality products and services. We:

- Strive to exceed customer expectations.
- Respect customer privacy and protect their data.
- Address any issues promptly and professionally.

7. Reporting and Compliance

We encourage everyone to report any violations of this Code of Conduct.

Any report will be treated confidentially and with respect.

Please contact us through our official channels to raise concerns or ask questions.