

The Code of Conduct applies to PipeCon A/S and all communication and behaviour with suppliers and relevant stakeholders. Sub-suppliers and sub-contractors to PipeCon must adhere to the Code as well.

### **Maintain accurate records and financial integrity.**

PipeCon will act honest, accurate, and complete recording and reporting of accounting and financial information to meet legal and regulatory requirements. Financial figures must give best possible objective information to shareholders and external stakeholders.

### **Health, Safety and Environment.**

PipeCon are fully committed to conducting business in the safest possible manner and being good stewards of the environment. Our goal is: zero accidents, no harm to people, and no damage to the environment. A healthy and safe work place and environment demands the attention of all our employees.

### **Fair and honest business practice.**

PipeCon treat our customers, suppliers and stakeholders in fairness, with a positive mindset and in respect. We strive to satisfy our customers by delivering on time, at agreed price and in correct quality at the right place of delivery.

### **Human rights.**

PipeCon respect the human and labor rights according to UN Declaration of Human rights Article 23 and Article 24 and the laws and legal labor requirements in stakeholder countries if they comply or out-perform the UN Declaration.

- See Declaration end of document.

We accept in no way children work, un-human work environments and slavery like labor conditions from our business stakeholders.

## **Corruption and Conflicts of Interest.**

No gift or other thing of value shall be given to an employee of a customer, supplier or other entity with the intent to influence corruptly the employee's conduct. Gifts are prohibited except for marketing purposes as hand-outs and reception gifts like a bottle of wine etc.

No employee may have a personal, business or financial interest that is incompatible with the loyalty and responsibility owed to our PipeCon. Special attention shall be paid to business with suppliers or service companies that has familiar or personal relation to the employee. A preferred interacting with the before-mentioned parties shall not make PipeCon pay more for products and services than supplied by a 3 party.

## **Employees.**

We will continuously work on developing the professional capabilities and skills of our employees, based on the demands and requirements defined by our customers and management.

We will do necessary training and education, based on individual agreements between the management and the employee, and by periodic employee performance evaluations.

PipeCon is committed to a policy of equal employment opportunity so as to ensure that there shall be no discrimination or harassment against an employee or applicants due to race, religion, sex, sexual orientation, age or national origin.

## **Report violation of Conduct.**

Each employee shall be responsible to work according to the Code of Conduct. If any employee has engaged in, has been asked to engage in, or suspect others to engage in a matter that may violate the Code of Conduct, the employee must report about the incident to the PipeCon Company Director or the Quality Manager.

PipeCon A/S  
Engdraget 20  
6800 Varde - DK

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