

Code of Conduct as supplier to MURO-CCR ApS

MURO-CCR ApS

MURO-CCR ApS is a company that cares about the environment and our employees.

We run a responsible business with orderly conditions.

We always comply the Danish law and regulate our work in relation to our ISO-14001, ISO-9001.

We work purposefully with selected Sustainable Development Goals.

We expect our suppliers to follow our Code of Conducts:

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Tjele

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Environment

The supplier shall ensure the least possible negative environmental impact and shall comply with relevant national and international environmental standards. The supplier shall actively work to minimize greenhouse gas emissions, environmental risk and other climate and environmental challenges associated with its own operations and in the supply chain. Where the Contractor has activities with significant environmental impact and/or environmental risk, the supplier shall have a publicly available environmental policy.

Social

Suppliers must respect international human and labour rights expressed in the United Nations Universal Declaration of Human Rights and the eight core conventions of the International Labour Organization (ILO). Suppliers must comply with health and safety legislation in the country of production.

MURO-CCR suppliers must commit to avoid violating human and labor rights and to address and remedy any adverse impacts in which they are involved.

MURO-CCR suppliers may not discriminate against employees, customers or others in our value chain based on race, colour, gender, language, religion, political or other beliefs, age, disability, nationality, social or ethnic background, property, sexual orientation, ancestry or other status recognized by international law.

MURO-CCR suppliers must assess and address the impact of their activities on human rights in the communities where they are present.

MURO-CCR suppliers must take the necessary precautions to avoid involvement in human rights violations in the countries in which they operate.

MURO-CCR suppliers must not use child labor according to the UN and ILO conventions.

MURO-CCR suppliers must ensure a safe and healthy working environment. Suppliers shall:

- Take responsibility for the health and safety of employees.
- Assess risks and take the best possible precautions in relation to accidents and occupational diseases.

MURO-CCR suppliers must pay wages and salaries to their employees that ensure that employees can maintain a fair standard of living and, as a minimum, comply with local laws and regulations for minimum wages. Salaries must be paid through legal tender at least once a month. In cases where the statutory minimum wage cannot cover a basic standard of living, suppliers are encouraged to supplement employees' wages so that their basic needs can be met. Employees are entitled to sick leave and maternity leave in accordance with local law.

Working hours

MURO-CCR suppliers must respect that the total number of working hours in a normal working week must not exceed 48 hours. A normal working week, including overtime, shall not exceed 60 hours in total. Overtime must be planned in a way that guarantees safe and humane working conditions. Suppliers' employees may work more than 60 hours if they freely wish to do so and if local laws allow it. The total number of consecutive working days must comply with the requirements of local law and employees are entitled to at least one day off per week.

Coercion and disciplinary sanctions

MURO-CCR suppliers may not use corporal punishment, threats of violence or other forms of physical or psychological coercion or abuse. Disciplinary sanctions in the form of fines or deductions from wages may not be applied.

Freedom of speech

MURO-CCR suppliers may not retaliate to prevent employees from expressing their dissatisfaction with their working conditions in an open and fair manner. In connection with inspection visits by MURO-CCR, employees must be able to inform inspectors of any violations of this Supplier Code of Conduct without fear of retaliation.

Governance

The Contractor shall comply with general requirements for good business practice, orderliness and accountability in the conduct of the Supplier's activities.

The supplier shall comply with rules and regulations in all relevant areas, including tax law and competition law. The supplier shall actively and continuously work against extortion, corruption and money laundering, including ensuring investigations of circumstances where it is reasonable to assume that such matters may have taken place.

The supplier shall comply with impartiality requirements and report cases of possible disqualification. The Supplier shall notify immediately if there is a possible conflict of interest between MURO-CCR and the Supplier itself or a third party with whom the Supplier has a relationship.

The supplier shall not attempt to influence decisions by offering gifts or other benefits to employees/representatives of MURO-CCR.

Documentation of compliance

MURO-CCR shall have the right to implement the follow-up measures at the supplier to ensure compliance with MURO-CCR ethical requirements.

Relevant follow-up measures may include, but are not limited to:

- Use of self-report forms and follow-up interviews

- Documentation of production units
- Supply chain inspection/audit

Information for employees and subcontractors

The supplier is obliged to provide employees and subcontractors with necessary introduction to MURO-CCR ethical requirements, so that everyone who participates in the implementation of work for MURO-CCR has knowledge of and understanding of these.

Breaches of the ethical requirements

The Supplier is obliged to immediately report any breaches of MURO-CCR ethical requirements that the Supplier discovers in its own business or at subcontractors.

The Supplier shall immediately take the necessary action to rectify the breaches concerned.

MURO-CCR may require that an action plan be submitted for when and how the violations are to be rectified.

Breach of MURO-CCR ethical requirements will be considered a material breach of the contractual obligations, and may result in MURO-CCR;

- Initiates a temporary halt in delivery. During a temporary shutdown, MURO-CCR will have the opportunity to make replacement purchases from another supplier.
- Requires the Supplier to change subcontractors. This shall be done at no cost to MURO-CCR.
- Terminates the contract with the Supplier.

Acknowledgement and Acceptance of MURO-CCR ApS Supplier Code of Conduct

This document serves to confirm that we, as a supplier to MURO-CCR ApS, have reviewed, understood, and agree to comply with the principles outlined in the MURO-CCR ApS Supplier Code of Conduct.

1. We acknowledge that we have received, read, and fully understood the MURO-CCR ApS Supplier Code of Conduct. We accept the Code as a binding framework for responsible business conduct and recognize it as a key requirement in our collaboration with MURO-CCR ApS.
2. Should MURO-CCR ApS request a survey, audit, or visit to assess our compliance with the Code, we commit to cooperating fully and providing access to relevant areas, documentation, and personnel as required and within the legitimate scope.
3. We further commit to promoting awareness and adherence to the Code's principles among our own employees and, where applicable, among our own suppliers and subcontractors.

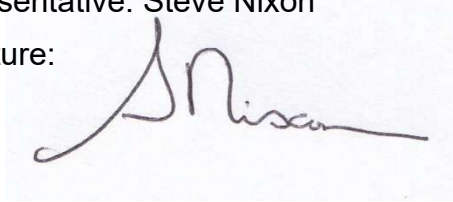
This Acknowledgement and Acceptance is issued in two original copies – one retained by the supplier and the other submitted to **MURO-CCR ApS**.

10th April 2025

Company Name: Vandagraph Sensor Technologies Ltd.

Representative: Steve Nixon

Signature:

A handwritten signature in dark ink, appearing to read 'S Nixon', written on a light-colored background.