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A background image showing a printing plant. In the foreground, there are large stacks of printed paper. In the background, a person's hands are visible, holding and examining a sheet of paper. The scene is lit with warm, yellowish light.

# CODE OF CONDUCT

## Human Rights, Labor and Social Standards

PrintGruppe operates in accordance with human rights as well as labor and social standards of Denmark and Germany. We are particularly committed to offering fair compensation and working conditions, including parental leave, unlimited contracts, and regular working hours.

We remain committed to equal opportunities for all, regardless of age, race, sex, sexual orientation, gender identity, national origin, ethnicity, religion, or disability. We support freedom of association. That applies to all our recruitment processes as well as our daily working environment. We promote a diverse and inclusive group culture, where all persons are treated with respect and dignity.

## Protection of Human Health and Safety

In our Group, economic gain never takes priority over human health and safety. We comply with all legislation to protect health and safety of persons. That applies to all products sold, all our production facilities, all our processes of production, distribution, management, as well as potential effects of our business activities.

We recognize the potential danger to human health and safety that print production may cause. We are at the forefront of our industry and we regularly optimize technology and processes to better health and well-being among any persons in direct contact with or affected by our activities.

## Environmental Action

We recognize the potentially harmful effects of print production on the environment and work hard to optimize our processes in accordance with the newest technologies and knowledge of sustainability.

Our Group strives to go beyond minimum requirements of existing regulation and improve our activities to further minimize and prevent environmental effects. We already take a number of initiatives, such as greenhouse gas monitoring, eco-labeling, and selection of our suppliers in accordance with the highest sustainability standards. We remain committed to pursue further environmental action for a sustainable future.

## Protection of Data Privacy

Protection of data privacy is of utmost concern to our business as we regularly deliver print solutions to our clients involving confidential information. We comply with strict standards when processing private data from both clients, employees and business partners. All personal data is collected and processed in accordance with Danish or German applicable privacy law.

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## **Insider Trading Laws and Information Protection**

Any information, which upon disclosure could award unfair business or personal advantage, is confidential property of PrintGruppe. Confidential information is to be protected against unauthorized access. Exploitation of such information for personal or third party gain is strictly prohibited.

## **Protection of Company Property and Property of Business Partners**

Group property and property of business partners is to be protected against unauthorized utilization, damage, abuse loss, damage, or theft.

## **Fair Competition**

We promote fair competition and require strict adherence to all applicable antitrust laws. We are particularly committed to abolishing obstacles to fair competition in the form of abuse of a dominant market position, agreements between competitors and between suppliers and buyers.

## **Corruption**

Our relations with our business partners are built solely on objective criteria. We value quality, reliability, competitive prices and compliance with social and environmental standards and regulation. We prohibit any person acting on behalf of our Group to accept benefits or presents that may be an attempt to influencing decision-making. Presents are only to be accepted, if they are a symbolic and simple gesture of a business relationship.

## **Conflict of Interest**

Any person acting on behalf of our Group is expected to do so in the best intention of our Group. Personal relationships and interests must not conflict or appear to conflict with the duties and interest of our Group.

## **Money Laundering**

Introduction of assets originating from criminal activity into the regular financial and economic cycle is a criminal offence. Our company Group actively seeks to avoid questionable financial transactions.

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