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PJ Circular Engineering A/S - Supply chain code of conduct

Values and code of conduct (Legal Compliance)

We expect our vendors to respect all applicable laws and regulations and prevailing industry standards. In case there are different standards set forth in this Code of Conduct compared to national laws or other applicable regulations or standards, we expect the Vendors to work towards higher or more stringent requirements. We expect our vendors to address any conflicts to PJCE, to jointly establish the most appropriate course of action.

Code of Conduct - Responsible Business Behaviour

We expect our vendors to conduct business in an ethical and lawful manner and act with integrity and in compliance with all applicable laws including anti-trust laws. Anti-Corruption We expect our Vendors to avoid participation in or knowingly benefit from, any kind of corruption, extortion, or bribery. Consequently, the Supplier may not offer, promise, authorize or give anything of value to any public official in any country, or to any business partner, in order to gain any improper business advantage of any kind. In addition, the Supplier may not solicit or accept any form of bribe from any person.

Working and Employment Conditions (Health and Safety)

We expect our Vendors to provide a safe and healthy working environment for all their employees. An employee is an individual who works part time or full time, under an open or fixed term contract of employment, that may be oral or written. This applies to any company provided accommodation. We expect our Vendors to have effective health and safety management systems that ensure, among other things:

- Compliance with applicable laws and regulations.
- Compliance with customer requirements.
- Management of hazards and risks associated with its operations (risks and hazards are identified and controlled).

We expect our Vendors to continuously work to reduce and mitigate health and safety risks in the workplace. We expect our Vendors to educate, train and protect all employees from any harm arising from workplace activities. Products Liability We expect our Vendors to exercise due diligence when designing, manufacturing, and testing products; In order to protect against product defects which could harm the life, health or safety of people, likely to be affected by the defective product, or have an adverse impact on the environment.

Respectful Treatment

We expect our Vendors to not use, or permit the use of, corporal punishment or other forms of mental or physical coercion, sexual harassment, or abuse, nor execute threats of such treatment.

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Equal Opportunity Rights

We expect our Vendors to not engage in or support discrimination and to adopt a non-discriminating practice that strives to ensure equal treatment in recruitment, hiring, compensation, access to training, employee benefits and services, promotion, termination, and retirement, irrespective of age, gender, race, colour, disability, religion or belief, language, national or social origin, trade union membership, or any other status recognized by international law.

Child Labour

The acceptable minimum age for employees is 15 years. As far as necessary and only if national law permits, children under the age of 15 are allowed to carry out light work that does not interfere with compulsory schooling. Employees under the age of 18 years are not to be involved in night work or work that is hazardous or likely to have a negative impact on the employee’s physical or mental development.

Voluntary Labour

We expect our Vendors to not use or benefit from, forced or involuntary labour. All employees shall enjoy the freedom of movement during the course of their employment. Personal/employment documents or payment of compensation must not be withheld, thereby preventing such an employee from terminating his/her employment.

Freedom of Association and Collective Bargaining

We expect our Vendors to respect the rights of its employees to associate freely, join or not join trade unions and/or workers councils, or engage in collective bargaining, in accordance with national law and international conventions.

Compensation

We expect our Vendors to pay all employees a fair and equal compensation, in accordance with national laws and regulations, including overtime hours and all legally mandated benefits. We expect our Vendors to comply with appropriate working hour requirements as established by national law or relevant collective agreements. We expect our Vendors to ensure that overtime is voluntary, communicated to the employee and appropriately compensated in accordance with local and international regulations and collective agreements.

Environment

We expect our Vendors to integrate environmental considerations in its activities and strive for continuous improvement, by minimizing any adverse effects of its activities on the environment. We expect our Vendors to comply with all relevant local and national environmental laws and regulations, as well as all requirements for environmental licenses and permits.

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We expect our Vendors to strive to develop and implement environmental management systems that include measurement and monitoring in order to:

- Identify environmental impacts.
- Reduce waste, energy and emissions to air, ground and water.
- Handle chemicals in an environmentally safe way.
- Handle, store and dispose of hazardous waste in an environmentally safe manner.
- Contribute to the recycling and reuse of materials and products and implement environmentally friendly technologies.

Declaration and confirmation of Zero Asbestos products

Vendor confirms that they fully comply with the implementation of SOLAS II-1, Regulation 3-5 and MSC.1/Circ.1379 SOLAS Chapter II-1, Regulation 3-5 (zero asbestos products).

PJCE's declaration of compliance can be requested as "POL-1004 Declaration of Conformity – Asbestos".

MLC2006 compliance with Maritime Labor Convention 2006

Vendor confirms that they fully comply with regulation set by MLC 2006 and relevant national regulations.

PJCE's declaration of compliance can be requested as "POL-1006 MLC2006 compliance"

Name of company:	PJ Circular Engineering A/S
Authorized Signatory:	Anne-Mette Elsborg, Group CEO
Date:	September 16th, 2020
Place (where signed):	Copenhagen, Denmark
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