



Code of Conduct

Purpose

At Asa-Tor A/S, we are committed to conducting our business responsibly, with a strong focus on quality, integrity, and long-term partnerships. This Code of Conduct outlines the principles that guide our own operations and the expectations we have of our suppliers and business partners.

We expect our suppliers to actively support these principles and, where relevant, promote similar standards throughout their own supply chains.

1. Legal Compliance and Business Ethics

We comply with all applicable laws and regulations in the countries where we operate.

We expect our suppliers to:

- Comply with all applicable laws and regulations.
- Conduct business with honesty and integrity.
- Prohibit all forms of corruption, bribery, and unethical business practices.
- Avoid conflicts of interest that could affect the business relationship.

2. Human Rights and Labour Standards

We respect internationally recognized human rights and are committed to providing a safe and respectful working environment.

We expect our suppliers to:

- Prohibit forced labour, bonded labour, and any form of modern slavery.
- Not employ child labour.
- Treat employees with dignity and respect, without discrimination or harassment.
- Provide fair wages and employment conditions in accordance with applicable laws.
- Respect employees' rights to freedom of association and collective bargaining where permitted by law.

3. Health and Safety

Health and safety are fundamental to our daily operations.

We expect our suppliers to:

- Provide a safe and healthy working environment.
- Take appropriate measures to prevent workplace accidents and injuries.
- Ensure that employees receive adequate training and have access to the necessary personal protective equipment.



4. Environmental Responsibility

We are committed to reducing our environmental impact through responsible manufacturing and efficient use of resources.

We expect our suppliers to:

- Comply with applicable environmental legislation.
- Work to reduce energy consumption, waste, and emissions.
- Handle chemicals and waste responsibly.
- Support the sustainable use of natural resources.

5. Quality and Business Relationships

We value quality, reliability, and open communication.

We expect our suppliers to:

- Deliver products and services that meet agreed quality standards.
- Inform us of any significant changes that may affect product quality or delivery performance.
- Strive for continuous improvement.
- Contribute to a professional, transparent, and constructive business relationship.

6. Confidentiality

We treat confidential information with care and professionalism.

We expect all confidential information relating to products, drawings, pricing, customers, and business operations to be protected and not disclosed to unauthorized parties.

7. Compliance

We expect our suppliers to be able to demonstrate compliance with these principles where appropriate.

In the event of significant or repeated violations, Asa-Tor A/S reserves the right to request corrective actions or, if necessary, terminate the business relationship.

Closing Statement

We believe that responsibility, quality, and integrity are the foundation of successful and long-lasting business relationships. This Code of Conduct forms the basis of our cooperation with customers, suppliers, and other business partners.

Asa-Tor A/S

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