

Stansomatic Code of Conduct

Introduction

Stansomatic's Code of Conduct is a guide to help you understand our values and the expectations for our behavior in our daily work. This is where we find instructions on how to act as Stansomatic employees when interacting with each other, our customers, the communities in which we operate and other stakeholders. This is where we start when faced with a difficult ethical choice, and where we find information on whom to contact when we are in doubt or unsure about something.

Our Code of Conduct is based on our values, i.e., a number of opinions that guide our actions. Our values commit us to act with maximum ethical focus and to conduct business in a responsible and sustainable way. Everything we do must reflect our values.

We conduct business with a high degree of integrity and transparency. We comply with our Code of Conduct and never accept shortcuts. We create a working environment where everyone can express their opinion.

This policy applies to all directors, managers and employees, as well as company representatives and others working with us.

Failure to comply may result in an employee and/or company being disciplined or punished, including by dismissal. All employees must cooperate in investigations of potential or alleged accusations.

Regardless of the report's outcome, retaliation is prohibited. Stansomatic does not tolerate retaliation against anyone who reports a potential violation in good faith or who cooperates in a good faith investigation. In good faith means that you have a good reason to believe that a violation of the policy has occurred. You will not have problems even if what you report turns out not to be a violation.

1. Working Environment and Working Conditions

Stansomatic must ensure working conditions that promote decent work for all people, including young people and people with disabilities and at least payment of living wages in developing countries, and maintain the human rights of employees and treat them with respect and dignity, as understood by international society. Employees must refrain from using alcohol or euphoricants during working hours. Stansomatic must consciously and systematically work to create a good working environment, both

physically and mentally to achieve a safe and healthy workplace. Employees are entitled to receive appropriate information about health, safety and education, including but not limited to arrangements for safe evacuation of buildings and proper handling of machinery.

a. Forced Labor

Stansomatic opposes forced labor throughout the company. This includes work on a forced contract, slavery and other forms of work carried out against a person's will or choice, as well as work carried out without appropriate payment.

b. Child Labor

Stansomatic is opposed to and does not tolerate any form of child labor. As a company, we do not make use of child labor and we comply with the Danish minimum statutory requirements.

c. Anti-Discrimination

Stansomatic has put in place effective measures to eradicate all forms of discrimination in employment, pay, benefits, promotion, discipline, termination and retirement. No employee shall be subject to discrimination or harassment based on gender, race, religion, age, disability, sexual orientation, marital status, nationality, political conviction or social or ethnic origin.

d. Human Trafficking and Modern Slavery

Human trafficking and modern slavery are crimes and a failure of our fundamental human rights. Stansomatic recognizes that it as a company bears a moral and social responsibility for following a zero-tolerance policy towards modern slavery in all its forms of expression. We oppose and do not tolerate any form of human trafficking or modern slavery. We commit to preventing human trafficking and slavery as far as possible in all our business actions. We always work to promote and respect human rights in compliance with the UN Declarations.

2. Ethical Behavior

Stansomatic is a socially responsible company that practices a high level of professionalism and ethical standards. All employees, members of the Board of Directors and others representing Stansomatic are expected to act in compliance with our guidelines and treat each other with respect.

Stansomatic complies with all applicable Danish laws and regulations. We have a separate Supplier Code of Conduct and expect suppliers and business partners to comply with our guidelines and requirements.

Our Code of Ethics helps us protect and conduct our business and addresses the most important policies, requirements and obligations that we must embrace. It is a guide for you when making an ethical decision, but it does not cover all situations you may encounter. Therefore, exercise good judgment and never hesitate to ask for advice if in doubt. It also explains how you can report any violation via our whistleblower channel. Managers are required to ensure that this reporting channel is known to all employees. We expect 100% of all employees to sign the policy by 2025.

a. Anti-Corruption and Anti-Bribery

Stansomatic combats all forms of bribery and corruption, such as improper payments to or from Stansomatic, our employees or members of the Board of Directors. We have a zero-tolerance policy for corruption and bribery. Any form of corruption or bribery is punishable and can have serious consequences.

b. Conflicts of Interest and Sensitive Transactions

A conflict of interest is any situation where a person's interests conflict with Stansomatic's business interests. Secondary employment with another company or directorships should be disclosed to your manager and must be accepted by Stansomatic. However, minor hobbies/leisure activities are not considered to be secondary employment. The decision whether a conflict of interest is involved will be based on an assessment of the matter against the risk of a conflict of interest.

Neither Stansomatic nor its employees may accept or offer gifts that exceed what is considered reasonable.

c. Fair Competition

Stansomatic attaches great importance to transparency in all operations. We advocate fair and equal competition and do not use intermediaries without legitimate business justification. We only use business partners and suppliers that comply with national and international laws and Stansomatic's requirements. We comply with Danish and EU competition laws.

d. Financial Crime/Fraud and Money Laundering

Stansomatic operates in many global markets and our employees have daily contact with potential and active counterparties. This can increase the risk of potential involvement in a financial crime, where the company can become the victim of a crime. Stansomatic employees are expected to be aware of all forms

of financial crime against the company, with particular focus on attempted fraud and money laundering. Stansomatic employees are expected to act according to internal instructions and cases that may constitute a crime against Stansomatic or attempts to involve Stansomatic in a crime must be reported immediately.

e. Information Security, Confidentiality and Data Protection

Stansomatic treats customer and employee information confidentially and undertakes to ensure that data is protected in accordance with EU rules and laws. Stansomatic has a duty of confidentiality concerning all essential matters concerning customers and employees. Data relating to job applications and CVs is processed in a 100% GDPR-compliant system. We protect the privacy of our employees, customers and others by:

- Complying with all policies and procedures that include personal information;
- Never sharing personal information with anyone inside or outside the company without permission;
- Collecting and storing personal data only as long as necessary and legally permitted; and
- Complying with all applicable data protection laws, including the GDPR.

When and how to report a violation

If you are in doubt as to whether there has been a violation of the topics mentioned in this Code of Conduct, you can obtain advice and guidance by sending an email to XX at X@XX.

You may report concerns or violations to management or through our whistleblowing channel, where you have the possibility of anonymous reporting.

No matter what you do, it is important that you react when you experience something potentially unethical and report it via the whistleblower channel or directly to management.

You can report a violation of this policy in our whistleblower system at this link

<https://whistleblower.gapsolutions.dk/whistleblower/stansomatic-as>. You can also find the link at the bottom of our website: www.stansomatic.com.

I hereby acknowledge that I have read, understood and approve Stansomatic's Code of Conduct.

Stansomatic, 12-06-2023

Søren Bahnsen
CEO