

## Supplier Code of Conduct

### Introduction

Motus Nordic Group is committed to provide products and services of a high quality and standard. This commitment shall ensure our continuous goal to deliver flexible solutions allowing people and products to be moved in an efficient and safe way.

Our core values are essential to us as a group and describes how we act as a company. It is important for us that you as a business partner are aware and respect these 4 values.



### Respect

We respect our selves, each other, and our business partners. We all have the right to our own opinion, and we respect the opinion of other people. We are all equal though we are not the same.



### Transparency

We communicate in a positive way with transparency to elaborate the good dialog internally and with our stakeholders. We listen to understand. We execute transparency to create understanding for our decisions.



### Involvement and Cooperation

We focus on good cooperation internally and with our business partners. We emphasize best practice by being constructive in our approach and contribute with our capabilities and knowledge.

We respectfully ask all our stakeholders and suppliers of products and services to comply with the Motus Nordic Code of Conduct. Together we can reach the highest standards and safety for our and your employees and customers.



Nicolai Hansen  
CEO, Motus Nordic Group

## Our mutual responsibility

### Employees

Our employees are our most valuable asset and their knowledge, motivation and health is essential for our business performance. We encourage and support all employees in their professional and personal development. We treat all with respect and strive to involve everyone as much as possible.

### Shareholders

To create shareholder value, it is important to provide a high level of return in a sustainable way. We implement the high standards set by BS Equity A/S and Bagger-Sørensen & Co. Further information can be found on <https://baggersorensen.com/>

### Customers

We aim to supply products and services offering the highest level of efficiency and safety within movement of products and people.

### Suppliers and business partners

We choose suppliers with a high level of transparency, ensuring that compliance with our values and our Code of Conduct is in alignment. Suppliers with clear Environmental, Social and Ethical policies are preferred and we embrace long-term and fair business relationships.

### Environment

By aiming to supply the most efficient and safe products available to us, we strive to offer sustainable solutions and minimize environmental impact of our product and services.

We have an ethical obligation to take all possible actions to reach regional and international goals set by authorities and stakeholders.

## Labor conditions and human rights

Respect for human rights is essential to Motus Nordic thus suppliers shall respect and support human rights.

### **Forced labor and free movement**

Suppliers shall ensure that they do not participate in, or benefit from, any form of forced labor, including bonded labor, forced prison labor, slavery, servitude or human trafficking. Workers must have freedom of movement during their employment.

### **Child labor and young workers**

Suppliers shall ensure that they do not engage in, or benefit from, the use of child labor. The minimum age for employment shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 16 years in office areas, and not less than 18 years in production areas. The work must be simple tasks of a limited nature and not interfere with the children's educational responsibilities and general well-being. Apprenticeship programs for children below the minimum age of employment must be remunerated and clearly aimed at training.

### **Equal treatment**

Our suppliers shall not engage in or support discrimination based on race, color, sex, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age, and disability or other distinguishing characteristics. Hiring, remuneration, benefits, training, advancement, discipline, termination, retirement, or any other employment-related decisions shall be based on relevant and objective criteria.

### **Salary and benefits**

Suppliers shall ensure national minimum legal standards. Wages are paid in legal tender and on a regular basis. Deductions from wages shall be transparent and must never be used as a disciplinary measure.

### **Contracts**

All workers of our suppliers shall be provided with a written, understandable, and legally binding labor contract or such other documentation of labor relationship as may be required by local legal standards and regulations.

### **Leave of absence**

Employees shall be entitled to receive sick leave and maternity leave in relation to the local legal standards.

## Health, safety, and environment

### **Workplace health and safety**

Suppliers shall ensure that employees are offered a safe and healthy working environment that meets the local legal standard. All employees are given the necessary protective equipment and training to perform their tasks safely.

Develop and implement effective health and safety management systems with worker participation in the safety committees.

Ensure that safety management systems support identifying risks, measuring and monitoring performance, and driving continual improvements to mitigate or minimize health and safety risks issues from its operations.

Empower workers to report unsafe practices without fear of reprisal.

### **Employment and working conditions**

Our suppliers must aim to protect workers from acts of physical, verbal, sexual or psychological harassment, abuse or threats in the workplace, whether committed by managers or employees, including when disciplinary measures are determined and implemented.

### **Corruption and bribery**

All employees of our suppliers must refrain from accepting or using bribes as a method of obtaining benefits or unfairly influencing other parties.

### **Environmental protection**

Our Suppliers must strive to minimize the negative environmental impact of our activities, products and services through a proactive approach and responsible management of environmental aspects (including but not limited to):

Use of scarce natural resources, energy, and water

Emission to air and water

Handling of dangerous substances

Handling of hazardous and non-hazardous waste

Product issues (design, packaging, transport, use and recycling / disposal)

Local legal standards in relation to environmental issues must be observed.

Relevant products must comply with Local and International standards and its amendments, hereunder:

REACH EC 1907/2006, EC 1935/2004, EC 2023/2006, EU 10/2011, EN 13241-1

Develop and implement effective environmental management systems that support identifying risks, measuring and monitoring performance, and driving continual improvements to mitigate or minimize environmental impacts issues from its operations

Develop carefulness principle approach and promote environmentally friendly technologies and processes in own operations and across the supply chain

### **Business partners**

Motus Nordic Group strives to cooperate only with qualified and reputable business partners. Business partners who respect applicable laws, regulations and industry codex regarding generally accepted ethical standards for the protection of human rights, the prohibition of child or forced labor and human trafficking, as well as the prohibition of corruption and bribery as described in the principles of the UN Global Compact. To ensure this, our business partners undergo regular and relevant screenings, before and after entering into a business relationship. Business agreements that risk not complying with Motus Nordic's values and standards will be evaluated and if they are deemed not to be in line, they will be terminated. We all have a duty to hold our business partners accountable, and employees are encouraged to only work with reliable and ethical business partners.

Employees must report any concerns in relation to business partners to their manager, the relevant sustainability committee or via the whistleblower scheme.

### Acknowledgment

We hereby confirm that we understand and accept the content of the Code of Conduct and commit to comply with it.

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Name of company

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Name and title

Signature

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Company Stamp/seal

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Company business registration/ID

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Date and Place