

SIBOLA A/S

Code of Conduct

1. Purpose and Scope

This Code of Conduct sets out the principles for ethical, lawful and responsible conduct within our company. The guidelines apply to all employees, managers and members of the Board of Directors of Sibola A/S. We also expect our suppliers and regular business partners to comply with equivalent ethical standards.

2. Working Environment, Safety and Well-being

Safety: We always comply with Danish occupational health and safety legislation, which is based on EU labour directives, as well as the company's other safety instructions. The use of required personal protective equipment (hearing protection, safety footwear, machine guards, etc.) is mandatory.

Stop in hazardous situations: Every employee has the right and duty to stop work or a machine if an unsafe or unknown hazardous situation arises.

Respect and good conduct: We treat each other properly and with respect. We do not accept any form of bullying, discrimination or harassment (whether verbal, physical or psychological).

Freedom of association: We respect employees' right to organise and enter into collective agreements.

Child labour: We do not under any circumstances use child labour and comply with applicable rules on minimum age and working hours.

3. Environment, Waste and Chemical Handling

We want to protect the environment and comply with all EU and Danish environmental requirements applicable to our production.

Sorting and disposal: Waste, scrap, metals, plastics and hazardous waste are sorted and disposed of according to the company's instructions and municipal environmental regulations.

Handling of chemicals: Raw materials, chemicals and lubricants are stored and handled safely. Instructions for use and safety data sheets must always be followed.

Energy consumption: We switch off machines, extraction systems and lights when they are not in use in order to minimise resource and energy waste.

4. Ethics, Corruption and Gifts

We conduct business honestly and build our relationships with customers and suppliers on trust.

Bribery and corruption: We have zero tolerance for corruption, bribery and extortion in order to obtain a business advantage.

Gifts and hospitality: No employee may offer or accept improper benefits, high-value gifts or payments intended to influence business decisions.

Conflicts of interest: Employees must avoid situations where personal or financial interests conflict with the interests of the company.

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5. Data Protection (GDPR) and Confidentiality

Although we are a smaller company, we handle data with the utmost care in accordance with the EU General Data Protection Regulation (GDPR).

Personal data: Information about colleagues, customers and suppliers is treated confidentially. Documents containing personal data must not be left unattended.

Confidentiality: Drawings, production methods, customer lists, prices and other confidential business information must not be shared with unauthorised persons or on social media.

IT security: Passwords for systems and machine controls must not be shared with others.

6. Reporting Irregularities

We want an open and transparent culture where irregularities are brought to light.

Violations: If an employee experiences serious safety breaches, violations of the law, theft or severe harassment, they are encouraged to report it to their immediate manager. Sibola A/S has fewer than 50 employees and is therefore not covered by the applicable Danish whistleblower legislation.

Protection against retaliation: Reports of errors, deficiencies or unsafe conditions are treated confidentially, and an employee who reports in good faith will under no circumstances be subjected to retaliation or negative consequences for having raised the matter.

7. Compliance

This Code of Conduct is reviewed when new employees are hired, and it is the responsibility of each manager to ensure that employees know and understand this Code of Conduct. Violations of the guidelines may lead to employment-related consequences, including a warning, termination of employment or dismissal without notice, and, in serious cases, reporting to the police.

8. Implementation

1. Put it up: Print the document and put it up in the canteen or on the noticeboard in the workshop.

2. Review it together: Spend 15–20 minutes during a morning meeting reviewing the points with employees so that everyone has the same understanding (especially regarding safety, chemicals and confidentiality).

3. Review it for new employees.

Vejle, 11 September 2026

Niels J. Jensen
(Managing Director)