Code of Conduct

for Suppliers

April 2026

danmark SYGEFORSIKRING

Code of Conduct

As a responsible organisation, Sygeforsikringen "danmark" is committed to maintaining a high standard of integrity and ethical conduct. We operate across a broad range of regulatory domains and are subject to, and comply with, applicable national and international laws and regulations. In addition, we are committed to adhering to the principles of the UN Global Compact.

This document sets out the general standards for how we expect our suppliers to behave and comply regarding their social, ethical, and environmental business practices.

Scope

This Code of Conduct for Suppliers applies to all suppliers providing goods or services to "danmark" and any of its subsidiaries. The obligations extend throughout the entire supply chain, and our suppliers must therefore ensure that their sub-suppliers comply with the requirements of this document.

Human Rights

We expect our suppliers to:

- support and respect the protection of internationally proclaimed human rights within the company's sphere of influence
- ensure that they are not complicit in human rights abuses.

Social Responsibility

We expect our suppliers to:

- ensure a healthy and safe working environment and comply with all applicable health and safety laws and regulations
- provide fair wages and decent working conditions
- uphold the right to freedom of association and the effective recognition of the right to collective bargaining
- prohibit discrimination based on race, ethnicity, gender, age, marital status, religion, political opinion, union affiliation, sexual orientation, or any other distinguishing characteristics
- uphold the effective abolition of child labour and eliminate all forms of forced and compulsory labour.

Environment

We expect our suppliers to:

- support a precautionary approach to environmental challenges through risk assessments of their own negative environmental impacts
- take suitable actions to avoid and/or minimise their negative impacts on the environment by using sustainable solutions and environmentally friendly technologies.

Business Ethics

We expect our suppliers to:

- enforce a zero-tolerance policy towards corruption, including but not limited to bribery, fraud, and extortion
- comply with all relevant national and international legislation, regulations, and requirements.
- operate with a strong commitment to quality, sustainability, and ethical business conduct, and take responsibility for managing their own supply chain. Key suppliers are expected to conduct their own due diligence to ensure compliance with these standards
- accept audits to verify obligations regarding to this Code of Conduct for Suppliers.
- report any breaches of this Code of Conduct for Suppliers to "danmark".

Partnership

This Code of Conduct for Suppliers is intended to promote the positive development of a responsible and business relationship through ongoing dialogue between "danmark" and our suppliers.

Compliance

Suppliers to Sygeforsikringen "danmark" must sign and comply with this document.

We hereby commit to and comply with the standards set out in this document:

Date: _____

Company: _____

Name: _____

Signature: _____

The signed Code of Conduct must be submitted by email to the designated contact person at "danmark".

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