



Code of conduct

Purpose

Alaska aims to be an attractive business partner, supplier, and workplace. Therefore, as a company, we strive to maintain and guarantee a high ethical standard. We work based on three deeply rooted values:

- *Honesty*
- *Integrity*
- *High expertise*

Based on these three values everyone at Alaska can work purposefully to help our customers serve the best quality product to our, customers. This foundation guides all behavior, decisions, and actions of Alaska' employees.

We learn from our surroundings and the experience we continuously gain. We become better when demands are made, and we are being challenged.

With this spirit we have created Alaska Code of Conduct. We have thus written down the framework from which we operate our business and which we naturally fulfill. This is our business code of conduct.

We appreciate that many of our suppliers already work based on their own principles and standards. We do not ask them in any way to replace these with our code of conduct, but simply to embrace our values and principles.

The purpose of this code of conduct is to make our expectations and collaboration visible with you as our supplier. You should see this as a series of minimum standards that we expect you to meet. If you do more or something else, that's even better.

If you wish to do business with us, we expect you to take these principles and obligations seriously, promote them to relevant individuals, and encourage responsible business practices in your own supply chain.

Business Integrity and Ethical Principles

Our three values: honesty, integrity, and high expertise, make us operate our business with high integrity and ethics. We want to collaborate with companies that also want to operate their business

at the same level.

As a result, employees at Alaska, customers, partners, and suppliers can expect Alaska to comply with these set points. Just as we expect our suppliers to comply to do the same.

Compliance with Laws and Regulations

Our suppliers must, like us, comply with all applicable laws, regulations, and standards in their business and in their relationship with us and others. This includes, but is not limited to, laws and regulations regarding working conditions, health and safety, environmental protection, corruption, competition, and protection of intellectual property rights.

Anti-corruption

We expect our suppliers, like us, to actively oppose all forms of corruption, including bribery, extortion, nepotism, and other forms of undue influence on decision makers. Suppliers must ensure that their business practices and transactions are transparent and free from any form of corruption.

Working Conditions and Human Rights

We expect our suppliers, like us, to respect and support fundamental human rights and labor rights, including the right to freedom, equal opportunities, non-discrimination, and fair working conditions.

Suppliers must ensure that their employees are protected against any form of abuse, including forced labor, child labor, and human trafficking.

Health and Safety

We are committed to ensuring a healthy and safe working environment for all employees, including our own employees and those working in our supply chain.

We expect our suppliers to take the necessary steps to protect their employees' health and safety and comply with all relevant laws and standards.

We expect our suppliers to provide their employees with access to protective equipment and training in safety and health. Suppliers must also take steps to minimize the risk of accidents and injuries in the workplace and to handle work-related illnesses and injuries appropriately.

We believe that a healthy and safe working environment is a fundamental right for all employees and a prerequisite for a productive and good working environment.

Environment and Sustainability

We aim to minimize our negative impact on the environment and promote sustainable practices.

We expect our suppliers to also work actively to reduce environmental impact and improve sustainable practices.

We expect all relevant environmental laws and standards to be complied with and to work on reducing emissions of greenhouse gases, fossil fuels, water, and energy consumption.

We look forward to working with our suppliers to promote sustainable practices and protect the environment.

Transparency and Reporting

We expect our suppliers to be open and transparent in their business practices. Suppliers must cooperate with us in the event of any problems or irregularities, and they must immediately report any breach of this code of conduct or other relevant laws or standards.

We reserve the right to investigate any breach of this code of conduct and take appropriate action, including the termination of our cooperation.

We encourage our employees, suppliers, and other business partners to report any breach of this code of conduct or other relevant laws or standards. Anyone can report any violations or irregularities to us, and we will treat these reports with confidentiality and respect. You can read more about the scheme and how to use it on our website.

1. November 2023

Michael Damsø

Alaska A/S