

Supplier Code of Conduct

Introduction:

This Supplier Code of Conduct sets out the principles we expect suppliers and other business partners to uphold when working with Kamstrup.

Kamstrup is a signatory to the UN Global Compact and acknowledges the [UN Supplier Code of Conduct](#) as a foundational reference for responsible business practices. This Code complements that reference and applies to suppliers, subcontractors, consultants, agents, and other business partners providing goods or services to Kamstrup.

Commitment and Responsibility

We expect suppliers to:

- i. act in line with the principles of this Code and the UN Supplier Code of Conduct
- ii. conduct business in accordance with applicable laws and regulations
- iii. support responsible practices in their own operations and, where relevant, in their supply chain
- iv. promote awareness of this Code within their organisation
- v. engage openly and constructively where concerns or risks arise
- vi. work with continuous improvement across the areas covered by this Code

We recognise that suppliers operate in different business environments and cultural contexts. Our expectation is therefore not a one-size-fits-all approach, but a genuine commitment to responsible conduct, sound judgement, and ongoing development.

People and Working Conditions

Kamstrup expects suppliers to provide working conditions that are safe, fair, and supportive of employee wellbeing. Suppliers are expected to support fair labour practices, ensure that employment is transparent and understood by employees, and provide the training and equipment needed for work to be carried out safely.

Suppliers are expected to:

- i. take reasonable steps to prevent accidents, injuries, and unsafe conditions
- ii. ensure that employees have relevant training and equipment to perform their work safely
- iii. provide clear and understandable terms of employment

Environment

Kamstrup encourages suppliers to manage environmental impact responsibly and to support more efficient use of resources over time. This includes taking a thoughtful approach to how resources are used, how impacts are managed, and how improvements are identified and implemented in daily operations.

Suppliers are expected to:

- i. use energy, water, raw materials, and other resources with care and seek to reduce unnecessary consumption
- ii. seek safer alternatives to hazardous materials where relevant and feasible
- iii. consider how their activities may affect the surrounding environment, including land, water, and biodiversity
- iv. integrate environmental considerations into relevant decisions and ways of working
- v. support continuous improvement by identifying and addressing material environmental impacts over time

Fair Business Practices

Kamstrup expects suppliers to conduct business with integrity, honesty, and sound judgement. This includes acting responsibly in all business interactions, safeguarding information and assets, and managing risks related to corruption, competition, trade, and data in a transparent and thoughtful way.

Suppliers are expected to:

Business integrity and anti-corruption

- i. act honestly and transparently in all business interactions

Fair competition

- i. support open and fair competition
- ii. compete on the basis of merit, quality, and value
- iii. avoid conduct that could improperly restrict competition or distort the market

Trade compliance

- i. identify and manage relevant trade compliance considerations, including export controls, sanctions, and restricted parties, destinations, or end-use
- ii. exercise appropriate care in international transactions and cross-border activities related to the delivery of goods or services to Kamstrup
- iii. ensure transparency towards Kamstrup and engage proactively where trade-related risks, restrictions, or uncertainties arise or may affect the ability to comply with applicable trade rules

Conflicts of interest

- i. avoid situations where personal interests may improperly influence business judgement
- ii. manage actual, potential, or perceived conflicts openly and responsibly

Implementation and Continuous Improvement

Kamstrup values suppliers who approach this Code in a practical and constructive way. Responsible business conduct is not only about formal compliance. It is also about building strong partnerships based on trust, transparency, and a willingness to improve.

We therefore expect suppliers to:

- i. embed the principles of this Code in relevant policies, processes, and everyday decisions
- ii. assign appropriate ownership and attention to the topics covered by this Code
- iii. identify and address material risks in a way that fits their business and operating context
- iv. promote these principles within their own organisation and, where relevant, among their suppliers and business partners
- v. engage in dialogue with Kamstrup where significant concerns or gaps are identified
- vi. demonstrate willingness to improve over time