

Supplier Code of Conduct

This Supplier Code of Conduct has been created to ensure that all suppliers to cBrain act in a responsible manner by integrating social, ethical, and environmental standards. This code defines our requirements for suppliers to conduct business through responsible business conduct.

We have chosen to build this code based on the internationally recognized UN Guiding principles on Business and Human Rights, which promote human rights, labour rights, environmental responsibility and anti-corruption practices. We require all our suppliers to comply with the Universal Declaration of Human Rights.

This Code applies to all suppliers to cBrain. The minimum requirement for all suppliers is that they comply with all applicable national laws and meet the requirements presented in this Code. It is also the responsibility of all suppliers to ensure that their subcontractors comply with this Code.

We reserve the right to receive documentation from suppliers documenting their compliance with our Supplier Code of Conduct. In cases where a supplier does not live up to the requirements set forward in this Code, we will raise this with the supplier and request a corrective action plan. This action plan should address how and when the supplier will change its activities to comply with the requirements set forward in this Code. In cases where the supplier does not implement the required improvements outlined in the action plan, we have the right to end the business relationship.

No discrimination based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, health status, sexual orientation or membership of trade union is acceptable.

Working conditions, hours, rest periods, leave and wages must be aligned with applicable national laws and regulations as well as comply with the industry standard of which the supplier is positioned.

Employees' rights to organise and collectively negotiate wages and working conditions must be respected.

Employees' right to freedom of opinion and expression must be respected.

Any form of association with human trafficking, child labour or any other type of forced labour is not acceptable.

A safe and healthy working environment for all employees must be ensured.

Employee and customer rights to protection of personal data must be respected.

All applicable national and regional environmental laws must be respected and complied with.

Responsible environmental behaviour and an ambition to have a positive impact on the environment is expected.

Copenhagen, 31 March 2023



Per Tejs Knudsen, CEO

