

SISO A/S

Code of conduct

At SISO A/S, we are committed to operational excellence, ethical and responsible conduct, fair and respectful treatment of all individuals, and practices that promote safety, health, and environmental protection.

SISO A/S's business is based on close, long-term relationships with customers, suppliers, and other business partners. With this Code of Conduct, we communicate to our managers, employees, and suppliers that we require them to operate in accordance with internally recognized standards on Human Rights, Labor Rights, Environment, Anti-corruption, and Corporate Governance.

General Principles

SISO A/S shall:

- Comply with the laws and regulations of each country in which it operates.
- Demonstrate and promote its commitment to responsible practice in policies, decisions, and activities.
- Integrate the principles of this policy into all critical processes.

The SISO A/S Code of Conduct covers

- Business principles
 - SISO A/S believes in a fair, accurate and ethical way of conducting business
- Principles of human rights and social justice
 - SISO A/S believes in treating our employees, business partners and other stakeholders equally, with respect and in accordance with established international legislation.
- Sustainability and Quality principles
 - SISO A/S will continuously improve the environmental performance by focusing on greenhouse gas emission, energy & water consumption, logistic, efficient use of raw- and recycled material and that waste and residual products are minimized.
 - SISO A/S respects international recognized standards on human rights labour practices such as ILO (International Labor Organization) core conventions and the Universal declaration of human rights of the United Nations.
 - SISO A/S believes in the strict management of sustainability and quality issues.
- Responsibility for compliance
 - It is the responsibility of the Management to implement this policy and inform their employees and suppliers of their rights, duties and responsibilities as well as demonstrate the content and spirit of this document within their respective organization. It is the responsibility of all employees to comply with local law and the SISO A/S policies.

David Perelman, CEO, SISO A/S