



blika.

Blika Supplier Code of Conduct

At Blika, we take our responsibility seriously. Our Code of Conduct reflects on commitment to ethical business practices and sustainable operations, where we can comply with applicable laws and regulations and act in an ethical and socially responsible manner in our business relationship.

The purpose of our Code of Conduct is to ensure that employees, customers, suppliers, and other stakeholders operate in accordance with the 10 principles of the UN initiative, Global Compact within the areas Human Rights, Labor, Environment, and Anti-corruption.

STORAGE FOR LIFE

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Laws and regulations

Suppliers and stakeholders must fully comply with all applicable local, national, and international laws that are relevant to their business activities. Compliance must include initiative-taking measures to monitor adherence and address potential risks of legal or ethical violations.

Anti-corruption

Suppliers and stakeholders are obligated to actively combat all forms of corruption, including extortion and bribery, to ensure a fair and proper business operation. Each supplier and stakeholder are expected to uphold the highest standard of integrity and fairness in all internal and external relationships. Blika maintains a strict zero-tolerance policy toward corruption and will never offer, accept, or condone bribes, rewards, or undue benefits, whether directly or indirectly. It is expected that suppliers and stakeholders will implement appropriate measures to prevent corruption and ensure compliance with this standard.

Trade Compliance

Blika is committed to conducting business with integrity and in full compliance with international trade laws and fair competition principles. Suppliers and stakeholders must adhere to all applicable trade regulations, including import/export controls, sanctions, and customs law.

Antitrust and Fair Competition

Blika upholds the principles of free and fair competition in all markets where we operate. Suppliers, stakeholders, and employees must comply with all applicable antitrust and competition laws, ensuring the business activities are conducted ethically and lawfully. All employees and business partners must conduct themselves in a way that fosters fair market conditions and benefits customers, suppliers, and consumers alike.

Business Records

Blika is committed to maintaining accurate, transparent, and legally compliant financial records. All books, records, and accounts must accurately and fairly reflect the company's transactions and asset dispositions in accordance with applicable accounting standards and legal requirements.

Suppliers and stakeholders are expected to uphold the same standards of accuracy, transparency, and integrity in their financial reporting. This includes ensuring that all business records are truthful, complete, and compliant with contractual and regulatory obligations. When required, suppliers and stakeholders must cooperate with audits or reviews to verify compliance and maintain accountability.

Gifts and entertainment

Blika expects all employees to exercise good judgment, discretion, and moderation when offering or accepting gifts or hospitality in a business context. Any gifts or hospitality that could create a real or perceived conflict of interest must be promptly disclosed.

All gifts and hospitality must comply with applicable laws and align with local customs and business practices. Blika upholds the highest ethical standards and expects the same commitment from its employees, suppliers, and stakeholders.

Conflicts of Interest

Blika expects all employees, suppliers, and stakeholders to avoid situations where personal, financial, or other interest might conflict with their professional responsibilities. Any actual or potential conflict of interest must be promptly disclosed.

This Code of Conduct establishes principles that guide ethical behavior, legal compliance, and responsible business practices across all operations. It serves as a foundation for consistent decision-making and supports the company's broader commitments to quality, safety, and sustainability.

Labor practices

Blika is committed to ensuring that all employees are treated with dignity, respect, and fairness. No employee shall be subjected to discrimination, harassment, or punishment based on nationality, religion, age, ethnic

origin, sexual orientation, or any other personal characteristics. Every individual's personal dignity, privacy, and human rights must be safeguarded.

Suppliers and stakeholders are expected to fully comply with these principles and adhere to international labor standards. This includes ensuring fair wages, safe and healthy working conditions, and equitable treatment of their employees. Furthermore, Blika has a zero-tolerance policy toward any form of forced labor. Suppliers and stakeholders must not engage in practices such as forced labor, slavery, human trafficking, or any use of threats or coercion to compel individuals to work.

Child labor

Blika prohibits all forms of child labor in its operations and across its supply chain. Suppliers and stakeholders are required to comply fully with international conventions and local child labor laws, ensuring that no individual under the legal work is employed.

Any employee under the age of 18 must not be assigned to hazardous work or tasks that could jeopardize their health, safety, or well-being.

Working environment and safety

Suppliers and stakeholders must provide their employees with a safe and healthy working environment that meets or exceeds the requirements of applicable local laws. This includes implementing measures to protect employees from accidents, fires, and exposure to hazardous substances.

Suppliers and stakeholders are expected to maintain adequate facilities and ensure access to proper health and safety provisions. Comprehensive health and safety policies and procedures must be established to ensure a safe and well-being workplace environment.

Environment

Blika, suppliers and stakeholders, is committed to taking responsibility for the environment. This includes compliance with all applicable local, national, and international environmental laws and regulations, including the REACH regulation.

Suppliers and stakeholders are expected to take initiative-taking steps to promote their environmental responsibility through their own initiatives and responsible corporate management. This commitment includes reducing their CO2 footprint, reducing waste, proper handling of hazardous waste and chemicals, contributing to the use of recycled materials, and investing in environmentally friendly technologies.



Protection of Assets, Intellectual Property, and Confidentiality

Blika is committed to safeguarding its assets, intellectual property, and confidential information, ensuring they are used responsibly and protected against unauthorized access or misuse. Employees, suppliers, and stakeholders share the responsibility of maintaining the integrity of these assets and upholding secure communication practices.

Blika's intellectual property – including trademarks, patents, trade secrets, and proprietary business information – is an asset that must be always safeguarded. Employees, suppliers, and stakeholders are expected to respect and protect not only Blika's intellectual property but also the intellectual property rights of third parties. Unauthorized use, reproduction, or distribution of such assets is strictly prohibited.

Blika fosters a culture of open, transparent, and respectful communication, both internally and with external partners. However, this openness must be balanced with strict confidentiality regarding business operations, financial data, proprietary materials, and other sensitive information.

Confidential information must be handled with the utmost care and shared only when necessary for business purposes or in accordance with contractual agreements. Employees and stakeholders are not authorized to make statements on behalf of Blika or disclose company information to external parties without explicit permission. Any unauthorized sharing of information may result in disciplinary action and could impact business relationships.

By respecting these principles, Blika and its partners ensure a secure and trustworthy business environment that protects valuable assets and information while promoting ethical and responsible communication.

Reporting

At Blika, fostering a culture of transparency is a fundamental priority. Blika are committed to ensuring that employees, suppliers, and stakeholders feel comfortable reporting or raising concerns about potential violations concerning Blika Supplier Code of Conduct or applicable laws, without fear of retaliation or harassment.

If you wish to report a potential violation of the Blika Supplier Code of Conduct, please contact Blika AS at +45 79 14 21 22 or mail@blika.dk. We will maintain confidentiality to the extent possible.

Reference to International standards

The Ten Principles of the UN Global Compact is a global initiative that encourages companies to adopt sustainable and socially responsible policies:

Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: the elimination of all forms of forced and compulsory labor.

Principle 5: the effective abolition of child labor.

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: undertake initiatives to promote greater environmental responsibility.

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all forms, including extortion and bribery.

Signature - Business Partner

Name: _____

Title: _____

Date: _____

Signature - Blika A/S

Name: _____

Title: _____

Date: _____