

Supplier Code of Conduct

PRINCIPLES FOR RESPONSIBLE BUSINESS RELATIONSHIPS

WestCoast Technique ApS is committed to conducting business responsibly, lawfully and with respect for people and the environment. This Supplier Code of Conduct sets the minimum standards we expect from suppliers, subcontractors and other business partners that provide goods or services to WestCoast Technique ApS.

Our suppliers are important partners in maintaining a reliable and responsible supply chain. We therefore expect suppliers to apply these principles in their own operations and to promote equivalent standards among relevant subcontractors and upstream suppliers.

Suppliers must comply with all applicable laws and regulations, their contractual obligations to WestCoast Technique ApS, and the requirements in this Code. Where local law and this Code address the same issue, the supplier should apply the requirement that provides the higher level of protection, unless prohibited by law.

OUR EXPECTATION

Act lawfully, protect people and the environment, and address concerns openly and promptly.

If a supplier becomes aware of actual or potential non-compliance, the supplier must inform WestCoast Technique ApS without undue delay and cooperate on an appropriate corrective action plan. Serious or repeated non-compliance may affect the business relationship.

A handwritten signature in blue ink, appearing to read "Kenneth Rohde Pedersen".

Kenneth Rohde Pedersen

CEO | WestCoast Technique ApS

Purpose and application

This Code provides a common framework for responsible conduct and supports constructive, long-term cooperation. Suppliers are expected to maintain policies, controls and records proportionate to their size, activities and risk profile, and to provide relevant documentation upon reasonable request.

WestCoast Technique ApS may update this Code when legislation, recognized standards or business requirements change. The current version applies from the date stated in the document footer or otherwise communicated to the supplier.

Human rights and working conditions

All workers must be treated fairly, with dignity and respect. Suppliers must respect internationally recognized human rights and must not knowingly support business partners that violate those rights.

No forced labour or child labour

Suppliers must not use forced, bonded, trafficked, prison or involuntary labour. Workers must be free to leave employment in accordance with applicable law, and suppliers must not retain identity documents or use recruitment fees, debt or threats to restrict a worker's freedom.

Child labour is prohibited. Suppliers must comply with applicable minimum-age legislation and the principles of ILO Conventions 138 and 182. Young workers must not perform work that is hazardous or likely to interfere with their education or development.

Equal treatment and freedom from harassment

Employment decisions must be based on legitimate and objective criteria. Suppliers must not tolerate discrimination, bullying, physical punishment, threats, sexual harassment or other degrading treatment. This applies to recruitment, pay, promotion, training, work assignments and termination.

Working hours, wages and benefits

Working hours, rest periods, overtime, leave, wages and benefits must comply with applicable law and collective agreements. Wages must be paid accurately and on time. Overtime must be voluntary where required by law and must not be used as a substitute for adequate regular staffing and pay.

Freedom of association

Suppliers must respect workers' lawful rights to organize, join or not join trade unions, seek representation and bargain collectively. Worker representatives must not be subjected to discrimination or retaliation.

Health and safety

Suppliers must provide safe and healthy working conditions for employees, contractors and visitors. Risks must be identified, assessed and controlled through suitable procedures, training, protective equipment, emergency preparedness and continuous improvement. Work-related incidents must be investigated and corrective actions implemented.

Environment

Suppliers must manage environmental risks and impacts responsibly and comply with all applicable environmental laws, permits, licenses and reporting obligations. Resources should be used efficiently throughout the product and service life cycle.

Resource efficiency and waste

Suppliers should reduce energy, water, raw material and packaging consumption, prevent pollution and minimize waste. Waste must be stored, handled, transported and disposed of legally and safely. Reuse, recovery and recycling should be prioritized where technically and commercially feasible.

Climate protection

Suppliers should take reasonable steps to measure and reduce greenhouse gas emissions. Where relevant to the supplied product or service, WestCoast Technique ApS may request information on Scope 1, Scope 2 and material Scope 3 emissions, reduction targets and progress.

Chemicals and hazardous substances

Suppliers must maintain procedures for the safe introduction, labeling, storage, use and disposal of chemicals and hazardous materials. Safety Data Sheets must be available and current where required. Suppliers should select substances with the lowest practicable health and environmental risk.

Material compliance

Products and materials supplied to WestCoast Technique ApS must comply with applicable substance restrictions and product requirements, including REACH and RoHS where relevant. Suppliers must retain appropriate evidence of compliance and provide declarations, test data or other documentation upon reasonable request.

Substances of very high concern

Suppliers must meet the communication obligations in REACH Article 33. If an article contains a Candidate List substance above 0.1% weight by weight, the supplier must inform WestCoast Technique ApS without delay and provide sufficient information for safe use. The latest ECHA Candidate List must be used when assessing compliance.

PFAS

Suppliers must monitor applicable restrictions and reporting requirements relating to per- and polyfluoroalkyl substances. If a supplied product or component contains intentionally added PFAS, or PFAS above an applicable legal or agreed threshold, the supplier must notify WestCoast Technique ApS and provide available substance and concentration information.

Conflict minerals

Suppliers must exercise appropriate due diligence regarding tin, tantalum, tungsten, gold and other minerals subject to responsible-sourcing requirements. Due diligence should follow applicable legislation and, where relevant, the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Business integrity

Suppliers must conduct business honestly, fairly and in compliance with applicable law. Records and information provided to WestCoast Technique ApS must be accurate, complete and not misleading.

Fair competition

Suppliers must comply with competition and antitrust laws. Price fixing, market sharing, bid rigging, improper exchange of competitively sensitive information and other anti-competitive conduct are prohibited.

Anti-corruption and conflicts of interest

Bribery, corruption, extortion, fraud, facilitation payments and improper advantages are prohibited. Gifts, hospitality or benefits must never be offered or accepted to influence a business decision. Actual or potential conflicts of interest involving WestCoast Technique ApS must be disclosed promptly.

Anti-money laundering and trade compliance

Suppliers must comply with applicable anti-money-laundering, sanctions, customs, export-control and import-control laws. Appropriate checks must be used to prevent prohibited transactions and diversion of goods, technology or services.

Confidentiality data and intellectual property

Confidential business, technical and personal information must be protected against unauthorized access, use, alteration or disclosure. Suppliers must comply with applicable data-protection law and use reasonable administrative, technical and physical safeguards. Intellectual property rights belonging to WestCoast Technique ApS and third parties must be respected.

Responsible sourcing and product safety

Suppliers must ensure that supplied products and services meet agreed specifications and applicable safety, quality and traceability requirements. Suspected defects, non-conformities or safety risks must be reported promptly, together with containment and corrective measures.

Speak up and non retaliation

Suppliers should provide channels through which workers and relevant stakeholders can raise concerns in good faith without fear of retaliation. Concerns relating to this Code may be reported to the usual WestCoast Technique ApS contact or to wct@wct.dk.

Verification and corrective action

WestCoast Technique ApS may request information or conduct a proportionate compliance review or audit, subject to reasonable notice, confidentiality obligations and applicable law. Suppliers must cooperate, address identified gaps and document corrective actions within an agreed timeframe.

Supplier confirmation

By signing below, the supplier confirms that it has read and understood this Supplier Code of Conduct and commits to comply with its requirements. The supplier also confirms that it will communicate relevant requirements to employees, subcontractors and upstream suppliers where necessary.

Company	
Registration number	
Name	
Title	
Date	
Signature	

WESTCOAST TECHNIQUE APS

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