



Code of Conduct for Suppliers of materials and components to Multiprint A/S.

Introduction

The surrounding world is making increasing demands on companies to act in a responsible way in relation to society, the environment and employees. These are natural priorities for Multiprint A/S. Therefore, we aim to establish relationship with model companies, which co-operate in an exemplary manner. By *Model Company* we mean a company working with products useful to society, which treats its customers, suppliers, employees of all categories and shareholders better than most other companies.

We firmly believe that we should behave towards the world about us, which includes society in general, beyond the requirements of legislation and regulation.

The purpose of this Code of Conduct is to make sure that all of Multiprint's business partners acts in a responsible way in relation to all stakeholders. We aim to establish long lasting relationships with our suppliers to our mutual benefit. It is the intention to encourage commitment to responsible manufacturing.

Multiprint endorses the guidelines and recommendations of the World Trade Organisation (WTO) and will therefore other things being equal prefer suppliers from member countries.

General requirements

Multiprint recognizes the Universal Declaration of Human Rights (1948) as well as the core labor conventions of the International Labor Organization as reflected in the Declaration on the Fundamental Principles of Rights at Work (1998). These international standards form the basis of this Code of Conduct, and we expect our suppliers to share our commitments to these standards.

All suppliers of materials and components must as a minimum comply with local laws and regulations in their countries of operation. Should any of the specific provisions of this code of conduct legally conflict with national or local laws, the applicable laws should always prevail; in these cases, Multiprint should be notified.

All suppliers must act in compliance with national and international competition legislation and regulation, and they must follow the WTO's legal ground-rules for international commerce in order to obtain open, fair and undistorted competition.

Multiprint requires our suppliers to use this Code of Conduct in co-operation with their own suppliers for materials and components delivered to Multiprint, and to vouch for their compliance.

Multiprint A/S



Multiprint does not accept bribery.

Multiprint will enter into a constructive dialogue with the suppliers to improve the overall conditions.

Publication

The supplier shall take appropriate action to ensure that the content of the Multiprint Code of Conduct is communicated to all employees and that they understand the code, e.g. by posting on blackboards and training.

Employees

In respect of human and labor rights the specific requirements of this Code of Conduct is based on the eight core conventions defined in the International Labour Organization's (ILO) Declaration on the Fundamental Principles of Rights at Work. It applies to part-time and full-time employees, adults and children.

- All suppliers to Multiprint must provide a safe and healthy working environment for all employees.
- Employees must have freedom of association and the right to collective bargaining consistent with applicable laws. Employees shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment.
- Employees must be treated within the applicable national or local laws regarding employment.
- Working hours must be mutually agreed upon between the company and the employees. In companies where an organized labor union exists working hours should be defined through the collective bargaining process.
- Multiprint believes that working hours should not exceed 60 hours including regular overtime a week. Workers shall be allowed at least one day off per seven-day week.
- Multiprint believes that all children have the right to a childhood and an education. Suppliers must ensure that no person shall be employed at an age younger than 15 or younger than the age of completing compulsory education. Where national law permits, workers of 12 to 15 of age undertake light work a few hours a day provided it is not likely to be harmful to their physical or mental health and development nor to prejudice their attendance at school. Employees under 18 years are not to be involved in hazardous work or work at night regardless of the number of hours worked. For this kind of work, workers must be older than 18 years and supplier must comply with all local laws and regulations



- Multiprint will not conduct business with suppliers who discriminate. Suppliers shall not engage in discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status.
- Multiprint will not conduct business with suppliers who use forced or involuntary labour.

Personal papers, work deposits or remuneration to employees must not be withheld, thereby preventing the employees from ending their employment.

Physical punishment, threats of violence or other forms of mental or physical coercion or abuse must not be used. Monetary fines or deduction in compensation as a means of disciplinary measure is not allowed.

Environment

All suppliers must have a written environmental policy or statement. Multiprint recommends the suppliers to have ISO 14001 certification or EMAS registration or equivalent environmental management system.

The supplier must strive to have management systems in place and to:

- Reduce waste, energy and emissions to air, ground and water.
- Handle chemicals in an environmentally safe way and ensure that they are labelled correctly in order to secure that relevant protective equipment is informed about when using.
- Handle, store and dispose of hazardous waste in an environmentally safe manner and ensure that relevant protective equipment is always applied when working.
- Contribute to the recycling and reuse of materials and products.
- Implement environmental friendly technologies.

Conflict Minerals

Avoidance of sourcing from “conflict mines” is a very serious issue. Accordingly, Multiprint reserves the right to request that our suppliers use all commercially reasonable efforts to supply commodity metals to Multiprint that are “conflict-free”, and certify to such a designation whenever possible. The supplier must fill in and sign CMTR Template for Multiprint.

Monitoring

Multiprint reserves the right to monitor suppliers and their facilities to ensure compliance with the Code of Conduct of Multiprint and our suppliers’



subcontractors, who manufacture materials and components delivered to Multiprint could on equal terms be submitted to monitoring.

Multiprint can request adequate action plans to correct monitoring findings and undertake follow-up visits to ensure that improvements are made. If improvements do not progress in an acceptable manner Multiprint reserves the rights to terminate the relationship.

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