



CODE OF CONDUCT SUPPLIER

SKOMØ A/S | SKOMO.DK

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CODE OF CONDUCT SUPPLIER

VALIDITY

Version: 2025.01

Effective from: August 1, 2025

Responsible: Executive management

INTRODUCTION

As part of the Lagercrantz Group, Skomø is committed to conducting business with high integrity and responsibility.

Our Supplier Code of Conduct (CoC) outlines the requirements and expectations we set for our suppliers to ensure a sustainable and ethical supply chain.

We expect all suppliers to comply with this CoC and to work on continuous improvements. Our principles are based on international standards such as the UN Global Compact, OECD Guidelines for Multinational Enterprises, and the ILO Core Conventions.

HUMAN RIGHTS AND LABOUR STANDARDS

- **Prohibition of forced and child labour:**
Suppliers must not use forced labour, involuntary labour, or child labour. ILO guidelines and the UN Convention on the Rights of the Child must be followed.
- **Non-discrimination:**
Suppliers must ensure equal opportunities and prohibit discrimination based on race, gender, religion, age, sexual orientation, disability, or other protected characteristics.
- **Working conditions and wages:**
All employees must receive fair wages and work under safe and healthy conditions. National and international labor standards must be met.

- **Freedom of association:**
Employees must be free to form or join trade unions and engage in collective bargaining without fear of retaliation.

ENVIRONMENTAL SUSTAINABILITY

- **Legal compliance:**
Suppliers must comply with all applicable environmental laws and regulations and implement effective environmental management systems.
- **Reduction of resource consumption:**
Suppliers must take actions to minimize energy use, waste, and emissions. Responsible management of natural resources is expected.
- **Handling of hazardous substances:**
Hazardous materials must be handled safely to protect both the environment and employees' health.

ETHICS AND ANTI-CORRUPTION

- **Zero tolerance for corruption:**
Bribery, corruption, and unfair competition are strictly prohibited. Suppliers must comply with applicable anti-corruption laws.
- **Transparency:**
Business activities and decisions must be conducted with transparency and integrity.
- **Conflicts of interest:**
Suppliers must avoid conflicts of interest and promptly notify Skomø of any situations that may compromise business ethics — e.g., personal relationships influencing decisions or offering gifts to gain advantage. Supplier actions must remain objective and professional.

HEALTH AND SAFETY

- **Workplace conditions:**
Suppliers must create a safe and healthy work environment and actively work to reduce the risk of workplace accidents.
- **Education and training:**
Relevant training and education must be provided to ensure the safety and health of employees.

COMPLIANCE AND AUDITS

- **Monitoring:**
Suppliers must ensure CoC compliance through internal processes and audits.
- **Consequences of non-compliance:**
Failure to comply with the CoC may result in the termination of the cooperation.

RAPPORTING AND COLLABORATION

Suppliers must report any breaches of this Code of Conduct to Skomø as part of their efforts to comply with applicable laws and standards.

- **Continuous improvement:**
Skomø will collaborate with suppliers to support implementation and improvement of practices.

ACKNOWLEDGEMENT AND COMPLIANCE

Suppliers must confirm in writing that they have read, understood, and will comply with this Supplier Code of Conduct.

Supplier	Full name	Date
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For questions or reporting violations, please contact executive management at +45 86 34 34 44 or skomo@skomo.dk

