

## Supplier's Code of Conduct

At GreenMobility A/S we strive to bring affordable and sustainable mobility solutions to urban areas, reduce congestion, noise pollution and the release of harmful emissions into the air. In this way, our business positively impacts society. To express our commitment to continuous positive impact, we have joined the UN Global Compact and commit to the Ten Principles and the UN's Sustainable Developmental Goals (SDGs). We encourage all our suppliers to adopt the UN Global Compact principles and to support the SDGs.

In order to ensure authenticity and transparency for our stakeholders, we ask that all our suppliers complete our Code of Conduct. We wish to be as sustainable as possible through all levels of the business, and that means working with suppliers who comply with national, and where applicable, international laws on human and labour rights, the environment and anti-corruption.

Inability to meet the requirements set out in our Code of Conduct does not necessarily mean GreenMobility A/S will terminate the contract, however, we reserve the right to do so if the supplier refuses to implement the changes needed to meet our requirements.

### Human and Labour Rights

#### No Forced Labour

The supplier does not engage in forced, bonded or involuntary prison labour, this includes human trafficking. Employees are there by their own free will.



Fair working hours

The Supplier complies with laws regarding the number of legal working hours per day and the amount of days worked in a week.

Non-Discrimination

Employees are free from discrimination based on race, skin colour, age, sex, religion, appearance, mental and physical disabilities, sexuality, nationality, political opinion, marital status, ethnic origin, social origin or any other status protected under law.

The Supplier hires, promotes and compensates employees based on the individual's performance. Equal pay is received for equal work.

Fair working conditions

Employees have access to clean and functioning bathroom facilities and access to clean drinking water. The Supplier provides safety training when appropriate, to avoid accidents and harm to employees at the work place.

The Supplier compensates the employee in accordance with the law. This includes a fair salary, rest periods during the work day and leave.

Freedom to join trade unions

The Supplier respects the employee's rights to join or form trade unions.

No Child Labour / Human Trafficking

The Supplier does not engage in any form of child labour. This means the supplier does not employ people under the legal age and subject them to physical or mental harm. The Supplier must comply with the International Labour Organization's (ILO) standards.



## Environmental

The Supplier complies with local laws and regulations concerning the environment.

The Supplier takes the necessary actions to mitigate any adverse environmental impacts and has procedures in place in respect to the organization's size and operational purposes.

The Supplier strives to use the most sustainable methods available to produce their product and/or deliver their service.

## Anti-Corruption

The Supplier does not engage in corrupt behaviour. Corrupt behaviour includes but is not limited to: bribery, personal payment, extortion, fraud, accepting payments or gifts in return for illegal activity, paying government officials to influence their decisions.

The Supplier has a practice in place allowing employees to report issues regarding corruption, breach of human and labour rights and environmental issues. The Supplier is also encouraged to contact GreenMobility A/S should there be any suspicion that one of the four area issues is not complying with the law.

## Compliance

GreenMobility A/S expects the Supplier to comply with laws and regulations and update their own policies and practices to adhere to them. We encourage the Supplier to have documentation demonstrating they comply with our Code of Conduct.



It is the Supplier's responsibility to ensure that subcontractors comply with the law and the Code of Conduct.

### Failure to Comply

Should GreenMobility A/S suspect that the Supplier is violating the terms set out in the Code of Conduct, an open dialogue will be started for clarification. In the case of a violation, a reasonable timeline will be agreed upon for the Supplier to take corrective action.

Should the Supplier fail to take corrective action within the agreed upon timeline or show lack of initiative to comply with the Code of Conduct, GreenMobility A/S reserves the right to terminate the contract.



## Supplier Declaration

We, the Supplier, hereby confirm that:

We agree to the terms laid out in GreenMobility A/S's Code of Conduct.

We are responsible for ensuring our business adheres to the laws of the country or countries we operate in.

Should there be a breach of conduct we will inform GreenMobility A/S immediately.

Where appropriate, we will communicate the terms of the GreenMobility A/S Code of Conduct to employees, sub-contractors and any other relevant subjects.

Upon request, we will provide GreenMobility A/S the relevant documentation to show we comply with the terms.

Please sign and return the Supplier Declaration via e-mail to [cle@greenmobility.com](mailto:cle@greenmobility.com)

GreenMobility A/S  
Landgreven 3, 4. Sal  
1301 København K  
Denmark

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DATE/SIGNATURE

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NAME

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TITLE



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COMPANY

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E-MAIL

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PHONE

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COMPANY ADDRESS

