

SUPPLIER CODE OF CONDUCT

Proshop A/S is a company primarily selling non-food consumer goods online. We collaborate with suppliers across borders and industries, aiming to support human rights and decent working conditions throughout our supply chains.

This Code of Conduct (CoC) presents the ethical principles and values that guide our business operations, as well as the expectations we have for our suppliers and partners.

We expect all suppliers and business partners to comply with all applicable laws in the countries where they operate and to acknowledge the values and ethical guidelines presented by Proshop. This entails working to prevent human rights violations and ensuring decency.

Labor Conditions and Human Rights

Proshop is guided by the internationally recognized human rights set forth in the [United Nations Convention on Economic, Social, and Cultural Rights](#), as well as the [International Labor Organization's core conventions on fundamental rights and principles at work](#).

As a result, slavery and child labor are prohibited, and employees must be compensated according to applicable local standards. Suppliers and partners must provide working conditions and hours that meet local standards and regulations and do not compromise employee safety.

Bribery and Anti-Corruption

Proshop does not tolerate any form of bribery. Offering or accepting bribes, both directly and indirectly, is unacceptable, unethical, and strictly prohibited. Corruption is defined as the misuse of entrusted power for personal gain. The concept encompasses both the giving and receiving of bribes and other forms of active or passive corrupt behavior.

Respect and Integrity for All Employees

Suppliers and partners are expected to refrain from discrimination and differential treatment based on race, skin color, religion or belief, political opinion, sexual orientation, age, disability, or national, social, or ethnic origin.

In addition to these standards, all suppliers and partners are expected to comply with the applicable laws of the countries in which they operate. Proshop reserves the right to suspend contracts and collaborations temporarily or permanently upon knowledge of or substantial suspicion that the guidelines in this Supplier Code of Conduct are being violated.