

CODE OF CONDUCT

Supplier

*Full-Service
Packaging Partner*

STOK

June, 2026

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INTRODUCTION

Founded in the 1970s, STOK has gradually evolved from a local business into the diverse organization known today as STOK Group. Over time, the Group has expanded its activities and now consists of multiple subsidiary companies, among them the four largest: STOK Emballage K/S, BEWI Food Norway, BEWI Iceland and STOK Poortuut, which together form the full structure of STOK Group.

Throughout its development, the organization has maintained a strong commitment to responsible and value-driven business conduct. This Code of Conduct applies to suppliers to STOK Group and all its subsidiary companies, ensuring consistent expectations for ethical behavior across the entire organization.

In this Code of Conduct, “suppliers” refers to goods suppliers, service providers, temporary suppliers, and consultants.

The purpose of this Code is to define the overall responsibilities and standards that guide decisions, actions, and interactions in daily operations. It provides a clear framework for conducting business with integrity, transparency, and professionalism, both internally and externally.

The Code of Conduct is supplemented by internal policies and procedures that offer more detailed guidance in specific areas.



DRIVING PRINCIPLES



We do things properly

- We act with integrity, reliability, and professionalism – in our work, in our decisions, and in the way we conduct our business.
- We deliver on our commitments and uphold high standards in everything we do.



We take care of people and relationships

- We prioritise respect, safety, and accountability – with colleagues, customers, and business partners.
- We build strong relationships on trust and clarity to support our long term success.



We create value through expertise and quality

- We apply our technical knowledge, craftsmanship, and experience to deliver durable solutions.
- Quality is integrated into every step - from planning and advising to production and delivery.



We collaborate openly and transparently

- We communicate clearly, share knowledge, and solve challenges together.
- Across teams and countries, we work as one group to strengthen our customers and our business.



We improve continuously

- We seek new knowledge, learn, adapt, and refine our products and processes to meet market demands and create value for our customers.
- Steady improvements strengthen efficiency, service, and long term value creation for our customers.



We act responsibly for the future

- We make well considered decisions about resources, materials, and partnerships, and we comply with all relevant laws and regulations.
- Responsibility and sustainability are integrated into how we run and develop our business.

HUMAN RIGHTS AND WORKING CONDITIONS

The following requirements are based on internationally recognized standards including the UN guiding principles on business and human rights, ILO Core Conventions and OECD guidelines for multinational enterprises.

Suppliers are encouraged to work systematically with human rights due diligence, including identifying, preventing, mitigating and addressing potential adverse impacts in their own operations and value chain, in line with the UN Guiding Principles on Business and Human Rights.

Working hours

Working hours must not be more than prevailing international standards, weekly working hours must not be more than 48 hours. Workers must be provided with at least one day off for every seventh day. Overtime must be voluntary and limited to a maximum of 12 hours per week, totalling no more than 60 hours. Exceptions may apply if regulated by a collective agreement or national law. Workers must always receive overtime pay for all hours worked over the normal working hours unless otherwise duly agreed in employee contract, collective agreement or in accordance with national law. Where national law permits alternative working hours, suppliers must demonstrate that conditions remain safe, voluntary and lawful.

Wages

Suppliers must, at a minimum, comply with all local laws and regulations regarding wages, overtime wages, sick leave and other elements of compensation. All workers

must receive a written contract detailing their wage conditions and payment methods before employment.

Freedom of association

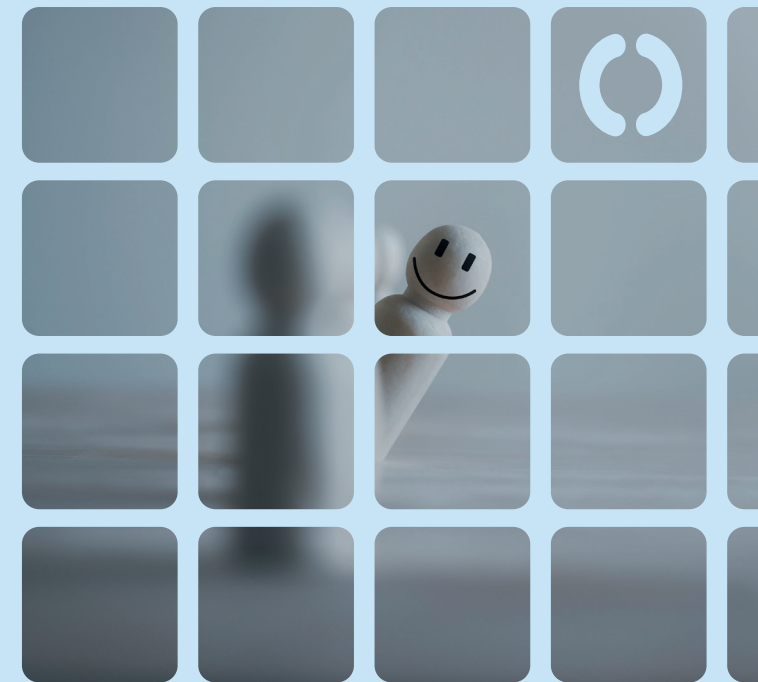
Respect workers' rights to freely associate, form and join workers organizations, and bargain collectively. Workers' representatives must not be discriminated against and must have access to perform their representative functions in the workplace.

Health and safety

Suppliers must provide safe and healthy working conditions and protect employees from hazards and dangers in the workplace. All employees must follow the health and safety policies and procedures outlined by the company, and these procedures are required to be in compliance with applicable local laws and regulations. Suppliers are encouraged to provide health and safety training for their employees.

Child labour and young workers' conditions

Suppliers must not use or benefit from child labour and in all circumstances, the minimum age of employment must comply with the ILO conventions and national regulations. The minimum age for employment must not be less than the age of completion of compulsory schooling and, in any case, must not be less than 15 years. In Denmark, the minimum age for regular employment is 15 years, while light work may be permitted from the age of 13 under strict conditions, and young workers under 18 are protected by specific rules limiting working hours and prohibiting hazardous work.



Forced labour, modern slavery and human trafficking

Suppliers must not participate in or benefit from any force of forced, bonded indentured labour or human trafficking. Workers must not be required to lodge deposits or identity papers and must be free to leave with reasonable notice.

Non-Discrimination and Harassment

Suppliers will not engage in, or support discrimination based on race, colour, sex, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age, disability or other distinguishing characteristics. All employment related decisions such as hiring, remuneration, benefits, training, advancement, discipline, contract termination and retirement must base only on relevant and objective criteria.



ENVIRONMENTAL RESPONSIBILITY

STOK Group is committed to responsible environmental stewardship and expects all suppliers to support our efforts to reduce environmental impacts across the value chain. These requirements reflect the environmental priorities identified in our Double Materiality Assessment, including climate and energy, resource use, waste, materials, logistics, and biodiversity.

Legal Compliance and Standards

Suppliers must comply with all applicable national and EU environmental legislation, as well as relevant industry standards in every country where they operate.

Suppliers must provide documentation, certifications and environmental data to STOK Group upon request and support transparency in the value chain.

Climate, Energy and Environmental Footprint

Suppliers are encouraged to measure their environmental footprint, including energy use, emissions and resource consumption, and to work proactively to reduce impacts over time. Particular focus should be given to:

- reducing emissions associated with logistics, transport and operations,
- improving energy efficiency,
- supporting renewable energy where feasible,
- strengthening data quality and traceability linked to environmental performance.

Resource Use, Waste and Circularity

Suppliers must aim to manage natural resources responsibly and work systematically to prevent pollution and minimize waste. This includes:

- implementing resource efficient processes,
- reducing avoidable waste and improving waste sorting,
- ensuring safe handling, storage and disposal of hazardous materials,

- increasing reuse and recycling in line with circular economy principles,
- complying with EPR requirements in relevant product categories.

STOK Group expects suppliers to continuously explore opportunities to increase circularity in materials, packaging and product flows.

Materials, Traceability and Responsible Sourcing

Suppliers must ensure responsible, transparent and legally compliant sourcing of raw materials, which also includes ensuring responsible sourcing of minerals and metals according to the OECD Due Diligence Guidance for Responsible Business Conduct.

Biodiversity and Local Environmental Impacts

Suppliers are encouraged to protect ecosystems and biodiversity by avoiding sourcing from protected areas or regions of high conservation value. Suppliers are expected to prevent and minimize negative impacts on land, water and local habitats arising from their operations, material sourcing or logistics activities.

Continuous Improvement

STOK Group expects suppliers to demonstrate continuous improvement in their environmental performance and to collaborate on initiatives that reduce environmental impacts across the value chain. Suppliers who significantly lag behind in compliance or environmental practices may be required to implement corrective actions as a condition of continued cooperation.

Suppliers are encouraged to develop internal processes, targets or action plans that support continuous environmental improvement, as well as to strengthen the quality and transparency of environmental data and reporting where relevant.

BUSINESS ETHICS



Anti-corruption

STOK does not accept any form of corruption, including bribery, money laundering, extortion, kickbacks, facilitation payments, or any improper personal or professional benefits. STOK works actively to promote transparent and responsible business conduct and expects employees to act with integrity in all business dealings.

Suppliers are required to uphold the same standards, ensure that their employees do not engage in corrupt practices, and maintain processes that prevent and detect corruption throughout their operations and supply chain.

Fair competition/ Anti-trust

Suppliers must comply with all applicable antitrust, trade practice, and competition laws designed to prevent unfair competition and trade restraints. Suppliers must refrain from entering agreements with competitors or engaging in any actions that could distort fair competition, including price fixing, bid rigging, or improper market allocations.

Conflicts of interest

Suppliers must disclose any actual or potential conflicts of interest involving STOK Group employees or their immediate relatives. Full transparency is required to ensure that business decisions remain objective, unbiased, and in the best interest of STOK Group.

Data Protection and Use of Artificial Intelligence (AI)

Suppliers must comply with all applicable data protection laws and STOK Group's Privacy Policy, ensuring that personal and confidential data collected through direct interactions or digital technologies is handled securely and responsibly. Suppliers are required to implement appropriate technical and organizational safeguards, protect data integrity, and ensure that these standards are also upheld by any subcontractors. Documentation of compliance must be provided upon request.

Any use of artificial intelligence (AI) tools or systems must be conducted ethically, responsibly, and in full compliance with relevant laws, data-protection requirements, and STOK Group's security standards. AI-based platforms, including automated analysis, machine-learning tools, and generative AI systems, may not be used to process, store, or transmit STOK Group's confidential, proprietary, or otherwise sensitive information without prior written approval. Suppliers must ensure that AI technologies do not retain, reproduce, learn from, or inadvertently expose STOK Group information to unauthorized parties, and that all AI use supports secure, compliant, and ethical business practices.

Handling of Gifts, Benefits and Hospitality

In connection with business interactions, it may occasionally be necessary or appropriate to offer or receive gifts, services, or hospitality. To ensure ethical and responsible conduct, STOK Group requires that all suppliers adhere to the following principles:

When offering or receiving gifts, services, or hospitality, the Supplier must ensure that such activities:

- Align with generally accepted and appropriate business practices.
- Do not have an unreasonable value and cannot be perceived as a bribe, undue influence, or improper payment.
- Do not risk bringing discredit, reputational harm, or embarrassment to STOK Group or any of its employees if publicly disclosed.
- Fully comply with all applicable laws, regulations, and ethical standards.
- Respect and follow STOK Group's policies as well as any policies held by other involved business partners.
- Are never offered or accepted in the form of cash, shares, or other financial instruments.

Suppliers are responsible for ensuring that their employees and subcontractors understand and follow these expectations.

IMPORT/EXPORT CONTROL AND ECONOMIC SANCTION



Suppliers shall comply with all applicable export and import restrictions, economic sanctions, and financial regulations relevant to STOK Group's operations, including but not limited to those imposed by the United States, the United Nations, the European Union and its member states, the United Kingdom, as well as any other competent authorities, institutions, or regulatory agencies.

Suppliers must comply with all export control laws, import regulations and applicable economic sanctions in the countries where they operate and where the products are manufactured, sold or delivered.

Suppliers must ensure that:

- no products, materials or services supplied to STOK Group violate applicable sanctions or trade restrictions,
- all required export or import licenses are obtained when relevant,
- they do not engage with entities or individuals subject to trade prohibitions that are applicable to their own operations or to the business conducted with STOK Group.



Upon request, suppliers must provide STOK Group with information necessary to assess compliance with relevant trade regulations.



Whistleblower protection and non-retaliation

Should a supplier have reasonable grounds to suspect, or possess substantiated evidence of, corruption or any other form of misconduct involving STOK Group, its subsidiaries, their suppliers or any of their employees, the supplier must notify STOK Group without undue delay.

Such notification may be submitted via STOK Group's whistleblower system. Suppliers may submit reports to STOK Group via the following e-mail address: whistleblower@stok.dk.

All reports are handled confidentially and in accordance with STOK Group's whistleblower procedures. STOK Group unequivocally prohibits any form of retaliation, adverse treatment, or detrimental action against any individual who, in good faith, reports a suspected violation of this Supplier Code of Conduct.

Management system

- The Supplier must appoint a responsible employee with overall accountability for ensuring the effective implementation of STOK Group's Supplier Code of Conduct throughout the Supplier's organization.
- Suppliers are encouraged to apply the principles set out in this Code of Conduct to their own suppliers and subcontractors and to take reasonable steps to promote compliance throughout their supply chain.
- The designated responsible person must ensure that STOK Groups supplier Code of Conduct is properly distributed and communicated to all relevant functions and employees.
- The Supplier must obtain STOK Groups prior to written approval before outsourcing any production or parts of production to a subcontractor, unless previously agreed.

COMPLIANCE WITH THIS CODE OF CONDUCT

This Code of Conduct must be signed by a duly authorized representative of the organization.

Company:

Name:

Title:

Date:

Signature + stamp:

STOK Group reserves the right to verify the Suppliers' compliance with this code of conduct. The supplier must respond to inquiries from STOK Group within 14 days to ensure adherence to applicable transparency obligations.

If non-compliance is identified, the supplier must immediately implement corrective action and conduct further assessments to restore full compliance.

Failure to comply with STOK Group's Code of conduct may result in termination of the contractual relationship.

The Supplier authorizes STOK Group to disclose relevant information regarding the supplier's operations and compliance when required to meet legal or transparency obligations.

In accordance with OECD Due Diligence Guidelines, Suppliers are expected to identify, prevent and address risks throughout their value chain.

STOK Group reserves the right to conduct announced and unannounced inspections at the Suppliers facilities to verify compliance with this code of conduct.

STOK