



Code of Conduct

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**SAMSON
PUMPS**
Switch on the future

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1. Introduction

This Code of Conduct outlines the fundamental principles and commitments Samson Pumps makes to our valued customers. Our goal is to maintain high ethical standards, adhere to all applicable laws, and avoid even the perception of impropriety or conflict of interest. Suppliers shall therefore maintain and uphold Samson Pumps principles of openness and transparency.

This Code of Conduct which applies globally to all Samson Pumps arrangements, meaning any business, company, corporation, person or other entity that sells, or seeks to sell, any kind of goods or services to Samson Pumps. This includes contractors, supplier's employees at all levels, as well as agents, board members, hired personnel, consultants and others who act on behalf of or represent the supplier.

2. Legal compliance

We comply with applicable laws, rules and regulations of their country of origin as well as applicable laws and regulations in countries of operation. International conventions and guidelines set by international organizations are complied with. These requirements apply to the entire organization, supply chain and these representatives. In the event of differences between applicable laws and regulations, this Code of Conduct or requirements in the Cooperation contract, the strictest requirements are the applicable.

3. Integrity and Anti-Corruption

We do not tolerate and shall work against corruption in all its forms in the public and private sector. We confirm that no one acting on behalf of and in our name shall offer, request, give, accept or receive bribes or other improper advantages for business or private gain, whether directly or indirectly, for themselves or for others. It is expected that everyone understands its obligation to maintain the highest standards of integrity in all business interactions worldwide. Any and all forms of corruption, such as bribery, money-laundering, extortion or embezzlement, are strictly prohibited.

4. Respect of basic human rights

We conduct our business based on the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. This includes, but is not limited to prevention and mitigation of actual and potential impacts related to:

- Right to health
- Right to equality for the law, equal protection of the law and rights of non-discrimination
- Just and favourable conditions of work
- Right to join trade unions and to strike
- Freedom from slavery and forced labour
- Rights for the protection of the child, freedom from child labour

The goal is to avoid infringing the human rights of others and aim to appropriately address adverse human rights impacts of the business. Risk assessments form the foundation for continuous improvement of the human rights efforts.

5. Health and safety of employees

We prioritize an injury-free and healthy working environment, and to promote an open and pro-active health and safety culture. We work actively to control hazards and take the best possible precautionary measures against accidents and occupational diseases. The organization plan and act to prevent injuries and work systematically to manage risks by using an occupational health & safety management system.

6. Environmental protection

We are committed to environmental protection and sustainability and act in accordance with the applicable statutory and international standards regarding environmental protection, work to avoid environmental pollution and make continuous improvements in environmental protection. We support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and use of environmentally friendly technologies. For further regulations and conventions regarding environment read Samson Pumps certificate DOC2014.

7. Conflict minerals and materials

It is constantly in focus that the organization always exercise due diligence over the complete supply chain in a manner consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Samson Pumps do not accept use of minerals that are illegally mined, transported or traded. We expect our suppliers of material and components containing 3TG (tantalum, tin, tungsten and gold) to report the usage to Samson Pumps.

8. Conflict of interest

All conflicts of interest are opposed throughout the organization and the complete supply chain. A conflict of interest occurs when a representative of the organization or a supplier seeks to further their personal interest, or that of a friend or relative, due to their position as a representative.

9. Accuracy and retention of business records

We maintain accurate and complete business records. All transactions are promptly and accurately recorded, and our financial reporting adheres to generally accepted accounting practices and principles. and all filing requirements are accurately met with regard to timing and content.

10. Fair competition

All competition must be within the framework of competition rules in its markets of operation. Illegal price or bid cooperation, illegal market sharing or other practice in violation of applicable competition laws are not accepted.

11. Business courtesies, gifts, hospitality and expenses

Samson Pumps counteract all offer or acceptance of business courtesies – gifts, hospitality, expenses or any benefit – where these could constitute, or appear to constitute, an undue influence. Samson Pumps employees and/or representatives may accept a gift from a supplier or customer if the gift is not intended to obtain favourable treatment, does not create an appearance of a bribe, kick-back, pay-off or irregular type of payment, or otherwise raise any potential conflict of interest. In addition, all the following requirements shall be met:

- I. The total value of a tangible gift or gifts is of insignificant value.
- II. There is a business purpose involved.
- III. public disclosure would not be to the detriment of Samson Pumps reputation.
- IV. the gift is reasonable and appropriately consistent with the Samson Pumps Code of Business Conduct; and
- V. acceptance of the gift does not violate any applicable laws.

12. Audit Rights

Samson Pumps can and will carry out or initiate audits internally and externally when required. quality audit of its records related to its work for Samson Pumps by an independent auditor. Any violation of any of the applicable laws and regulations, or of the compliance provisions of its contract with Samson Pumps, including this Code of Conduct or Supplier Code of Conduct shall be reported to Samson Pumps A/S.

13. Breaches of the Code of Conduct

Any concerns or breaches of this Customer Code of Conduct must be reported directly to us. We are committed to addressing and resolving any issues promptly.

14. Consequences of Infringement

Failure to comply with Samson Pumps Code of Conducts may result in termination of contracts, claims for compensation, and reporting to relevant authorities.

15. Consent and Confidentiality

There is complete discretion and confidentiality with all information shared with Samson Pumps in all forms of interaction. Suppliers and sub-suppliers likewise have full confidentiality and may not share information with third party.