

	<h2>Code of Conduct</h2>	Document no:	03-02
		Revision:	01
		Valid from:	26.10.2023
		Approved by:	CA/SL

Task Engineering enjoys a good reputation for corporate trustworthiness and honest business conduct in Denmark as well as abroad, based on building and maintaining the trust of customers, shareholders, employees, and the public.

GENERAL PRINCIPLES

Task Engineering shall:

- comply with the laws and regulations of each country in which it operates
- demonstrate and promote its commitment to honest and responsible business practice
- integrate the principles of this Code of Conduct.

REQUIREMENTS ON BUSINESS PARTNERS

Task Engineering prefers to work with suppliers, who share the principles expressed in this Code of Conduct.

Task Engineering encourages its business partners to apply standards of business conduct consistent with the principles of this Code of Conduct.

ACCOUNTING AND REPORTING

All financial transactions shall be reported in accordance with generally accepted accounting practices, and the accounting records must show all transactions in a correct and non-misleading manner.

Task Engineering shall report in a transparent, truthful, and timely manner with the aim of conveying a true view of Task Engineering ApS' performance.

TAXATION

Task Engineering shall comply with the tax laws and regulations of each country in which it operates. Where tax laws do not give clear guidance, prudence and transparency shall be the guiding principles.

MARKETING AND SALES

Task Engineering shall present its products and services accurately and shall comply with applicable regulatory and legal requirements.

Task Engineering shall not make false statements or provide misleading information regarding its products or their performance, including the safety and environmental attributes of the products.

FAIR COMPETITION PRACTICES

Task Engineering shall compete in a fair and honest manner.

Task Engineering shall not exchange information or enter into agreements or understandings with competitors, customers or suppliers in a way that improperly influences the marketplace or the outcome of a bidding process.

Task Engineering shall use legitimate methods to gather information about our competitors.

ANTI-CORRUPTION

Task Engineering shall not participate in or endorse any corrupt practices.

Representatives of Task Engineering shall not offer customers, potential customers, suppliers, consultants, governments, agencies of governments, or any representative of such entities, any



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rewards or benefits in violation of applicable laws in order to obtain or retain business or to gain any other improper advantage.

Task Engineering employees shall not accept payments, gifts or other kinds of reimbursement from a third party that could affect or appear to affect their objectivity in their business decisions.

CONFLICTS OF INTEREST

All representatives of Task Engineering shall conduct external activities and financial interests in a manner that does not conflict with the interests of Task Engineering.

Employees' private interests shall not influence their judgment or actions in performing their duties as representatives of Task Engineering.

HUMAN RIGHTS

Task Engineering shall support and respect the protection of internationally proclaimed human rights and make sure that Task Engineering is not complicit in human rights abuses.

NON-DISCRIMINATION

All employees shall have equal opportunities based on competencies, experience and performance regardless of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union affiliation, or ethnic origin.

All employees shall be treated with respect. Discrimination, physical or verbal harassment, or any illegal threats are not tolerated.

WORKPLACE PRACTICE

The necessary conditions for a safe and healthy work environment shall be provided for all Task Engineering employees.

FORCED LABOUR

Task Engineering shall not accept bonded or compulsory labour, nor shall Task Engineering require any form of deposit or confiscate identification papers from employees.

Employees are free to leave their employment after reasonable notice as required by law and contract.

CHILD LABOUR

Child labour is not tolerated. The minimum age for full-time employment is 15 years.

FREEDOM OF ASSOCIATION

Task Engineering respects the right of all employees to join an association to represent their interests as employees, and to bargain collectively or individually.

Task Engineering shall respect the recognized unions. An employee's right to refrain from joining a union is equally respected.


Task Engineering shall notify employees' representatives and relevant government authorities, of major changes in our operations.

WORKING HOURS AND COMPENSATION

Task Engineering shall comply with applicable laws, agreements, and industry standards on working hours and compensation.

RESOURCE EFFICIENCY

Task Engineering products and processes shall be designed in such a way that energy, natural resources and raw materials are used efficiently, and waste and residual products are minimized.

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PRECAUTIONARY PRINCIPLE

Task Engineering shall avoid materials and methods posing environmental and health risks when suitable alternatives are available.

Particular emphasis shall be put on evaluating the potential risks of present and future substances and operations in order to minimize the negative impact on the environment.

RESPONSIBILITY FOR COMPLIANCE

It is the responsibility of Task Engineering managers to implement this policy and inform their employees of their rights, duties and responsibilities as well as demonstrate the content and spirit of this document within their respective organization.

It is the responsibility of all employees to comply with local law and Task Engineering policies. Actions that are in conflict with this Code of Conduct will not be tolerated and may result in dismissal and legal proceedings.