

TreeTops Trading A/S

CODE OF CONDUCT



TREETOPS

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Introduction

At TreeTops Trading A/S, we are committed to upholding the highest standards of ethical behavior, integrity, and professionalism in all our business dealings. This Code of Conduct outlines the principles and standards expected from our employees, partners, and stakeholders. Adherence to these guidelines is essential to maintaining our reputation for quality, responsibility, and commitment to sustainability.



1. Ethical Business Practices

1.1 Integrity

At TreeTops we commit to:

- Conduct business with honesty and transparency.
- Avoid conflicts of interest and disclose any potential conflicts immediately.
- Make decisions based on fairness and objectivity.

1.2 Compliance with Laws and Regulations

We adhere to all local, national, and international laws and regulations applicable to our industry. This includes, but is not limited to, trade regulations, environmental laws, and labor standards.

1.3 Anti-Corruption

We prohibit any form of bribery, corruption, or unethical influence. This includes not offering, accepting, or soliciting bribes, kickbacks, or any other improper payments.

2. Sustainability and Environmental Responsibility

2.1 Commitment to Certification

TreeTops ensures that our wood-based materials, Fibrotech acoustic solutions and Kirkedal composite products, are sourced from sustainability certified suppliers. We maintain transparency about the origin and certification of these products.

2.2 Environmental Stewardship

Promote and practice environmentally responsible behaviors. Strive to minimize waste, reduce emissions, and implement sustainable practices in our operations and supply chain.

3. Respect for People

3.1 Equal Opportunity

In our business we provide equal employment opportunities and treat all employees and candidates fairly, regardless of race, gender, age, religion, disability, or any other protected characteristic.

3.2 Harassment and Discrimination

We maintain a workplace free from harassment, discrimination, and bullying. Furthermore, we promote a culture of respect and inclusivity.

3.3 Health and Safety

TreeTops ensure a safe and healthy work environment by adhering to all relevant health and safety regulations. For all our employees we provide the necessary training and resources to promote their well-being.

4. Business Relationships

4.1 Supplier Relations

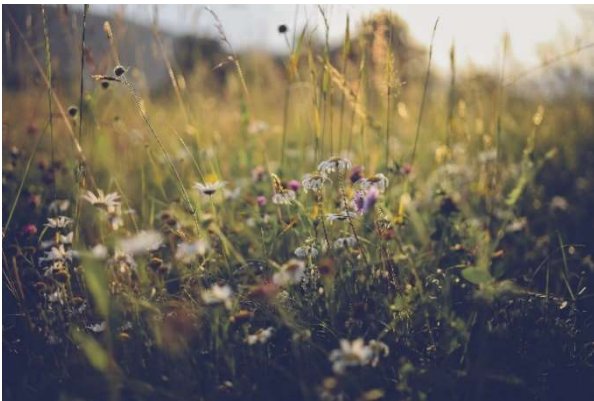
We only engage with suppliers and partners who share our commitment to ethical practices and sustainability. We regularly assess and monitor supplier compliance with our standards.

4.2 Customer Relations

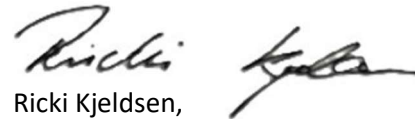
We strive to deliver products and services that meet or exceed customer expectations. We address customer concerns promptly and transparently.

4.3 Confidentiality

We protect confidential information related to our business, employees, and customers. This also means that we do not disclose or misuse sensitive information.



of **integrity, sustainability, and respect**. Every employee and partner play a crucial role in upholding these standards.



Ricki Kjeldsen,
CEO, TreeTops Trading A/S

5. Corporate Governance

5.1 Accountability

We take responsibility for our actions and decisions. We commit to report any unethical behavior or violations of this Code of Conduct through appropriate channels.

5.2 Training and Communication

We provide regular training on this Code of Conduct and related policies. Furthermore, we ensure that all employees and stakeholders understand and adhere to these standards.

5.3 Review and Improvement

To ensure continued relevance and effectiveness we regularly review and update this Code of Conduct. We seek feedback and make improvements as necessary to enhance our ethical practices and sustainability efforts.

Conclusion

TreeTops Trading A/S is dedicated to maintaining the highest ethical standards in all our business activities. By adhering to this Code of Conduct, we ensure that our operations reflect our core values