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Code of Ethics and Sustainability

Version 1.0 | In force April 2026 to 10 September 2026Source: <https://prduct.com/code-of-ethics-sustainability>Superseded by Code of Ethics and Sustainability v1.1 (prduct.com/code-of-ethics-sustainability)**SUPERSEDED 10 SEPTEMBER 2026: no longer applies to new acceptances**

Prduct ApS develops and operates a software platform that helps companies manage supplier responsibility, product compliance, and sustainability across global value chains. We hold ourselves to the same standards we ask of our customers and the suppliers they work with.

This Code sets out the principles by which Prduct operates. It is approved at the highest management level, applies to all employees, subcontractors, and parties acting on Prduct's behalf, and is reviewed annually.

Frameworks we align with

Our practices are aligned with internationally recognised principles, including:

- The **UN Global Compact** Ten Principles — covering human rights, labour, environment, and anti-corruption
- The **UN Universal Declaration of Human Rights** and the **UN Guiding Principles on Business and Human Rights** (UNGPs)
- The **ILO Declaration on Fundamental Principles and Rights at Work** and the ILO Core Conventions
- The **OECD Guidelines for Multinational Enterprises** and the **OECD Anti-Bribery Convention**
- The **Paris Agreement** on climate change
- **ISO 27001** information security management (formal certification in progress, expected ultimo 2026)
- The **EU General Data Protection Regulation** (GDPR)

Human rights

We respect and uphold internationally recognised human rights. We treat every employee, subcontractor, customer, and partner with dignity and fairness. We do not tolerate discrimination based on gender, age, religion, race, ethnic or national origin, nationality, sexual orientation, disability, marital status, pregnancy, political opinion, or any other protected characteristic. We do not engage in or accept child labour, forced labour, human trafficking, or any form of involuntary or precarious employment, and we hold our subcontractors and partners to the same standard. We respect the right of every worker to fair pay, safe working conditions, and freedom of association.

Anti-corruption

We do not engage in any form of corruption, bribery, extortion, embezzlement, or money laundering — whether direct or indirect, by us or on our behalf. We do not offer or accept improper monetary or non-

monetary incentives, and we do not facilitate financial transactions intended to disguise the proceeds of illegal activity. Decisions about our business — hiring, procurement, partnerships, and customer engagements — are made on merit, value, and integrity. We comply with all applicable economic sanctions and export-control laws and conduct business only with parties not subject to sanctions.

Environment

Prduct is a cloud-native, software-only company with a deliberately small physical footprint. We host customer data exclusively in EU data centres operated by AWS (Stockholm, Frankfurt) and Microsoft Azure (Germany), each of which operates under its own ISO 14001 environmental management framework and renewable-energy commitments. We minimise unnecessary travel and operate a low-paper, low-waste working model.

More fundamentally, our product itself advances environmental responsibility. Prduct helps customers comply with the EU Deforestation Regulation (EUDR), Packaging and Packaging Waste Regulation (PPWR), REACH, CSRD, and adjacent environmental frameworks. Environmental due diligence is therefore both an operational principle and a core commercial purpose for us. We support the goals of the Paris Agreement and align our internal practices with the principles of ISO 14001.

Fair treatment of partners

We treat customers, suppliers, subcontractors, and other partners with transparency, integrity, and respect. Our commercial agreements are clear, our pricing is documented, and we do not use information asymmetry, scope ambiguity, or contractual lock-in to gain advantage. Subcontractors engaged by Prduct receive remuneration significantly above the local market average for their work, written contracts in a language they understand, and a stable working relationship. We protect the personal data we hold about our employees, subcontractors, customers, and their suppliers in accordance with the EU General Data Protection Regulation. We are honest with our customers about what we can and cannot deliver, and we welcome feedback that helps us improve.

Governance and accountability

This Code is owned and approved by Prduct's leadership at the highest management level. All employees, subcontractors, and parties acting on Prduct's behalf are made aware of it on engagement, and it is reviewed at minimum annually or whenever a material change to our operations occurs.

Concerns about a possible breach of this Code — including by Prduct, its employees, subcontractors, or any party acting on Prduct's behalf — can be raised in confidence to **legal@prduct.com**. We do not retaliate, in any form, against any person who reports a concern in good faith.

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