

Code of Ethics and Sustainability

Version 1.1 | Effective 10 September 2026 | <https://prduct.com/code-of-ethics-sustainability>

Replaces the Code of Ethics and Sustainability reviewed April 2026.

Prduct ApS

Last Updated: 10 September 2026

1. SCOPE AND APPROVAL

1.1 Prduct ApS develops and operates a software platform that helps companies manage supplier responsibility, product compliance and sustainability across global value chains. Prduct holds itself to the same standards it asks of its customers and of the suppliers they work with.

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

1.3 The Code is reviewed at least annually, and whenever a material change to Prduct's operations occurs.

2. FRAMEWORKS

2.1 Prduct's practices are aligned with the following internationally recognised principles:

- 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**
- 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. Certification status is published at prduct.com/security
- The **EU General Data Protection Regulation**

3. HUMAN RIGHTS

3.1 Prduct respects and upholds internationally recognised human rights and treats every employee, subcontractor, customer and partner with dignity and fairness.

3.2 Prduct does not tolerate discrimination on the basis of gender, age, religion, race, ethnic or national origin, nationality, sexual orientation, disability, marital status, pregnancy, political opinion or any other protected characteristic.

3.3 Prduct does not engage in or accept child labour, forced labour, human trafficking or any form of involuntary or precarious employment, and holds its subcontractors and partners to the same standard.

3.4 Prduct respects the right of every worker to fair pay, safe working conditions and freedom of association.

4. ANTI-CORRUPTION

4.1 Prduct does not engage in any form of corruption, bribery, extortion, embezzlement or money laundering, whether direct or indirect, by Prduct or on its behalf.

4.2 Prduct does not offer or accept improper monetary or non-monetary incentives and does not facilitate financial transactions intended to disguise the proceeds of illegal activity.

4.3 Decisions about hiring, procurement, partnerships and customer engagements are made on merit, value and integrity.

4.4 Prduct complies with all applicable economic sanctions and export-control laws and conducts business only with parties that are not subject to sanctions.

5. ENVIRONMENT

5.1 Prduct is a cloud-native, software-only company with a deliberately small physical footprint. Customer data is hosted exclusively in EU data centres operated by AWS and Microsoft Azure, each of which operates under its own ISO 14001 environmental management framework and renewable-energy commitments.

5.2 Prduct minimises unnecessary travel and operates a low-paper, low-waste working model, aligning its internal practices with the principles of ISO 14001.

5.3 The Platform itself serves environmental due diligence: it helps customers comply with the EU Deforestation Regulation, the Packaging and Packaging Waste Regulation, REACH, the Corporate Sustainability Reporting Directive and adjacent environmental frameworks. Environmental due diligence is therefore both an operational principle and a commercial purpose for Prduct.

5.4 Prduct supports the goals of the Paris Agreement.

6. FAIR TREATMENT OF PARTNERS

6.1 Prduct treats customers, suppliers, subcontractors and other partners with transparency, integrity and respect. Commercial agreements are clear, pricing is documented, and Prduct does not use information asymmetry, scope ambiguity or contractual lock-in to gain advantage.

6.2 Subcontractors engaged by Prduct receive remuneration above the local market average for their work, written contracts in a language they understand and a stable working relationship.

6.3 Prduct protects the personal data it holds about its employees, subcontractors, customers and their suppliers in accordance with the EU General Data Protection Regulation and the Data Processing Agreement.

6.4 Prduct is explicit with customers about what it can and cannot deliver, and welcomes feedback that helps it improve.

7. GOVERNANCE AND ACCOUNTABILITY

7.1 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.

7.2 Concerns about a possible breach of this Code, including by Prduct, its employees, subcontractors or any party acting on its behalf, can be raised in confidence to legal@prduct.com.

7.3 Prduct does not retaliate, in any form, against any person who reports a concern in good faith.

8. CONTACT

Prduct ApS
Universitetsbyen 71, 8000 Aarhus C, Denmark
CVR 39368226
Email: legal@prduct.com