

### Introduction

Proshop is an e-commerce company selling non-food consumer goods online, based in Aarhus, with branches in Copenhagen and Norway. We operate webshops in 8 countries and collaborate across borders and industries on a daily basis.

We actively promote responsible and sustainable business practices within our company and throughout our supplier chains, emphasising the protection of the environment, individuals, and societies.

In this sustainability policy, we outline the ethical principles and values guiding our business and our expectations for suppliers and collaborators. We expect our employees, suppliers and business partners to recognise and adhere to the values and ethical guidelines outlined here, ensuring decent working conditions and preventing human rights violations.

### Environmental

At Proshop, we are committed to actively contributing to the green transition. We continuously optimise procedures to reduce emissions and mitigate negative impacts. Additionally, we engage with our suppliers and partners, encouraging them to reduce CO2 emissions and minimise environmental impact within their operations and supply chains.

### Social

Taking a social responsibility in hiring and engaging with our local communities has always been a cornerstone for us. We prioritise fair and sustainable working conditions when choosing business partners and suppliers, which includes policies against slavery and child labour, and wages in accordance with local standards.

We expect compliance with UN guidelines on human rights and the ILO's fundamental rights and principles. Suppliers and collaborators must provide working conditions and hours that comply with local standards and regulations without compromising the health and safety of employees or society.

### Respect and Integrity for All Employees

At Proshop, we continuously strive to enhance our working environment, rejecting harassment, discrimination or unfair treatment. We expect our suppliers and collaborators to refrain from discrimination in any form.

### Governance

We consider good governance as the foundation for ethical and sustainable business conduct, and we are dedicated to contributing to responsible corporate improvements where possible.

Proshop adheres to the law, rejecting bribery, corruption, any abuse of power and violation of competition laws. We trust our business partners to share this commitment. Our belief is that decisions should prioritise the best interests of stakeholders while upholding high ethical standards. By upholding these principles, we wish to promote integrity, accountability, and ethical conduct throughout the organisation and our supply chains.



### **Additional Standards and Compliance with Local Laws**

In addition to these standards, we expect all suppliers and collaborators to adhere to the laws of the countries where they operate. Compliance should be documented, either in existing contracts, by presenting valid documentation or through a separate signed document if requested by Proshop.

Proshop reserves the right to monitor compliance continuously and may suspend contracts and collaborations temporarily or permanently in case of violation.

If a supplier fails to meet the requirements of this policy or relevant legislation, Proshop should be notified to address the issues and reach an agreement on how to handle the possible violations.

### **Roles and responsibilities**

The board and executive leadership are responsible for implementing and overseeing this policy. The Chief Executive Officer is responsible for organising and allocating resources related to Proshop's sustainability efforts.

### **Review**

Proshop will annually review this document to assess the need for revisions essential for achieving our long-term goals of risk assessment, and to continually improve conditions for people, society, and the environment.

This document has been approved by the board of Proshop and signed by Chief Executive Officer.

Name: Poul Thyregod
Title: CEO & Founder at Proshop
Date and signature:

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## Poul Thyregod

### Underskriver

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