



Code of conduct

Suppliers and Partners (Business Partners)

Revisions

Rev	Date	Author	Comments
1	28.08.2025	Jan Søgaaard	Version 1

Recipients / Users of the Document

Organisation	Description
Suppliers and Partners	Recipients commit to read and comply with the company's Code of Conduct.

Message from the CEO

As a leading player in cybersecurity, Netsecurity is committed to acting responsibly, transparently, and ethically – both in our own operations and in collaboration with our suppliers and partners.

Our ethical guidelines are founded on national and international laws, fundamental human rights, responsible business practices, and respect for both the environment and society.

These guidelines are intended to clearly define the expectations, requirements, and obligations that govern our collaboration. We expect our suppliers and partners to understand, embrace, and adhere to these principles in their work with and on behalf of Netsecurity.

If you become aware of any circumstances that may conflict with our ethical guidelines, we encourage you to report them responsibly—either to your Netsecurity contact person or through our whistleblowing service.

Kind regards

Jan Søgaaard
CEO

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Photo: Frank Knudsen, Netsecurity

1 Purpose

Netsecurity has a strong focus on responsible and ethical business conduct. These ethical guidelines serve as guidance for our Suppliers and Partners and describe our expectations regarding their behaviour and business practices. The purpose is to ensure that our values and standards are upheld throughout the supply chain.

2 Who the guidelines apply to

The guidelines apply to all companies and individuals (Business Partners) supplying goods or services to Netsecurity, including their employees, subcontractors, and representatives. We expect suppliers to actively commit to these guidelines and promote equivalent standards internally.

3 Reporting of questionable practices

Business Partners shall immediately notify Netsecurity if they become aware of questionable practices within their own operations or within their supply chain. All reports will be handled confidentially and in accordance with our whistleblowing procedures.

4 Compliance with laws and regulations

Business Partners must always comply with applicable laws, regulations, and international standards. This includes, but is not limited to, labor law, environmental protection, health, safety, data protection law, and anti-corruption regulations.

5 Professional conduct

Netsecurity expects Business Partners to act with high integrity and professionalism. Corruption, bribery, and other unethical business practices will not be tolerated.

6 Communication, social media

Business Partners communicating publicly about their cooperation with Netsecurity must do so in a manner that does not damage our reputation. Public statements should be truthful and aligned with good business practices.

7 Responsible business practices

Business Partners are expected to deliver goods and services of high quality, reliability, and in accordance with agreed contracts. Business operations should be conducted in an orderly and accountable manner.

8 Anti-corruption and criminal offenses

Netsecurity has zero tolerance for corruption, money laundering, and other financial crimes. Business Partners must actively oppose all forms of corruption and support Principle 10 of the UN Global Compact.

9 Conflicts of interest and impartiality

Business Partners must avoid situations that could give rise to conflicts of interest in cooperation with Netsecurity. Potential conflicts must be reported in writing and assessed in consultation with Netsecurity.

10 Financial integrity

We expect accurate and transparent financial reporting from our suppliers. This includes correct invoicing and compliance with applicable tax and duty regulations.

11 Health, safety, and environment (HSE)

Business Partners must ensure a safe and health-promoting working environment. Necessary measures must be taken to prevent accidents and health hazards.

12 Climate and environment

Business Partners shall take a precautionary approach to environmental and climate challenges, ensure that responsible environmental management practices are in place, and encourage the development and use of environmentally friendly technologies. Business Partners must comply with applicable laws and internationally recognized standards, and where relevant, implement an environmental management system in line with such standards.

Business Partners shall continuously work to reduce their environmental footprint, improve their environmental and climate performance, and promote resource efficiency and sustainable waste management.

We encourage the use of environmentally friendly technologies and practices, in line with Principles 7–9 of the UN Global Compact.

13 Sustainability and social responsibility

Netsecurity does not accept human rights violations, child labor, or forced labor. Suppliers must have measures in place to ensure respect for fundamental rights throughout their value chain and actively contribute to sustainable solutions.

14 Conflict minerals and non-sustainable minerals

Where relevant to their business, Business Partners must have a written policy and procedures to avoid the intentional procurement of conflict minerals or unsustainably mined minerals that cause significant environmental or social harm.

15 Equality and respect

We expect Business Partners to foster an inclusive working environment free from discrimination, harassment, and abuse. All employees and workers must be treated with respect and dignity.

16 Privacy and copyright

Personal data must be protected in accordance with the Data Protection Act. We do not tolerate violations of intellectual property rights ("piracy").

17 Intoxicants

Netsecurity has zero tolerance for the use of intoxicants during working hours. By intoxicants we mean alcohol and narcotics. We expect Business Partner personnel to respect this requirement and report misuse.

18 Confidentiality and information security

Business Partner employees are obliged to maintain full confidentiality regarding business or trade secrets and information about personal matters, as well as similar information about the company's customers and partners that they may become aware of in their work.

19 Breach of guidelines

Breaches of these guidelines may have consequences for the Business Partners relationship, including contract termination, exclusion from future tenders, and potential legal action.

20 Audit and follow-up

Netsecurity reserves the right to conduct audits and follow-ups to ensure Business Partners compliance with these guidelines. We expect openness and cooperation in such processes.