



Code of Conduct

Title: Kimbrer Computer ApS Code of Conduct		Applicable to: Management, employees and suppliers		
Page 1	Of 4	Prepared by:	Revised by:	Approved by:

WHO WE ARE

Founded in 1995 with a clear vision to deliver the perfect customer experience, Kimbrer Computer ApS has grown into a trusted and global supplier of new, refurbished and end-of-life hardware for enterprise IT maintenance and optimisation. Throughout our history, we have combined our in-depth knowledge, expertise and passion with a global network of trusted resources to provide flexible, cost-effective and value-added solutions, enabling businesses to maintain and improve IT performance and realise a greater return on their investment.

PURPOSE

The guiding purpose of this Code of Conduct is to inherently ensure that Kimbrer Computer ApS adheres to the highest ethical principles. Accordingly, we require that our management, employees, suppliers and business partners adhere to these guidelines to prevent and mitigate potential adverse impacts in the areas covered by internationally agreed principles for responsible business conduct and sustainable development.

SCOPE

Kimbrer Computer ApS recognises the importance and inherent value of upholding strong business ethics as well as assured ethical professionalism. By acting in accordance with the UN Global Compact Principles and the OECD Guidelines for Multinational Enterprises, our operations seek to support the basic principles of human and labour rights. Accordingly, we effectively promote sustainable activities that foster strong governance and work against corrupt activities. At Kimbrer Computer ApS, we expect that our management, employees, suppliers and business partners adhere to the global minimum standards for sustainable business.

This Code of Conduct applies to the management, all the employees, and the suppliers and business partners of Kimbrer Computer ApS.

IMPLEMENTATION

Given the purpose and scope of this Code of Conduct, Kimbrer Computer ApS requires that the management, all the employees as well as the suppliers work in compliance with the given policies. This coincides with our commitment to disclose progress on relevant areas of this Code of Conduct, our assessment of relevant targets during our monthly management meetings as well as our annual Code of Conduct e-learning.

HUMAN RIGHTS AND LABOUR RIGHTS

Working in compliance with Danish Law, Kimbrer Computer ApS is committed to protecting and addressing adverse impacts relating to human rights and labour rights as guided by the



Code of Conduct

Title: Kimbrer Computer ApS Code of Conduct		Applicable to: Management, employees and suppliers		
Page 2	Of 4	Prepared by:	Revised by:	Approved by:

International Bill of Human Rights that compliments labour rights from the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

As part of these efforts, we enthusiastically promote health and job satisfaction, as it is fundamental for our employees because it serves as a driver for our competitive advantage. We have also developed a [Diversity, Equality and Inclusion Policy](#) and a [Human Rights Policy](#) that foster these principles of sustainable innovation, as well as our commitment to upholding fundamental human rights for all people.

ENVIRONMENT AND CLIMATE

At Kimbrer Computer ApS, we have an ambition to be at the forefront of the implementation of circular economy in the IT business. Therefore, focus on climate and environment in every stage of our value chain is an integral part of our work. In line with the Paris Agreement, our strong commitment to reduce greenhouse gas emissions is prevalent in our Scope 1 & 2 operational calculations that demonstrate our consistent reduction. Also, this commitment aligns with how our business operations sustain the transformations needed to achieve the Sustainable Development Goals (SDGs), more specifically SDGs 12: Responsible Consumption and Production and SDG13: Climate Action.

Kimbrer Computer ApS' environmental management system encompasses all activities in the company. Kimbrer Computer ApS is certified according to [ISO 14001: Environmental Management](#).

ANTI-CORRUPTION AND BUSINESS ETHICS

At Kimbrer Computer ApS, ethical and responsible business conduct is deeply ingrained in the way we conduct our business. We want to do well by doing things the right way in every transaction and every interaction.

In line with the United Nations Convention against Corruption, we take a zero-tolerance approach towards all forms of dishonest behaviour, including bribery in any form.

For more specific information on our Anti-Corruption and Bribery Policy, read here [\[LINK\]](#).

GOVERNANCE

As part of our governing body, the executive management is responsible for defining Kimbrer Computer ApS' Code of Conduct and sustainability strategy and for overseeing their implementation and communicating such policies to Kimbrer's employees. To maintain the standards of this Code of Conduct, the executive body is responsible for implementing the policy and monitoring compliance with it.



Code of Conduct

Title: Kimbrer Computer ApS Code of Conduct		Applicable to: Management, employees and suppliers		
Page 3	Of 4	Prepared by:	Revised by:	Approved by:

Kimbrer Computer ApS has numerous ISO certifications which account for continuous improvement to our internal controls. As such, our management system forms the basis for our high standards and continuous improvements and efforts to comply with customer and regulatory requirements regarding environmental issues. Additionally, our ISO 27001: Information Security management certification demonstrates our principle-driven systems that protect the security of assets such as financial information, intellectual property, employee details or information entrusted by third parties. Lastly, the ISO 9001: Quality Management System certification forms the basis of our general quality management and compliance system in relation to our products and services.

SUPPLIERS

Due to the supplier nature of our business and our commitment to compliance with the principles of this policy, we expect that our supplier collaborations do so too. We maintain that third parties shall conduct regular risk assessments of their services and activities to mitigate any potential causes of and/or contributions to non-compliant activities. Given any non-compliant operations and/or activities by suppliers, Kimbrer Computer ApS sustains the right to request the necessary documentation for investigation and audit purposes. By signing this Code of Conduct, we expect that all third parties and collaborators/stakeholders adhere to and uphold the standards and regulations set forth in this policy.

TRANSPARENCY

Our commitment to transparency towards our suppliers is an essential part of our business. Kimbrer Computer ApS commits to transparent reporting of its sustainability progress in its annual sustainability report. Furthermore, our annual assessment and reporting of ESG risks and opportunities correlate with the development of our sustainability strategy, progress and reporting of targets.

MONITORING

A governance process conducted by the leadership team determines that violations of the Code of Conduct of any kind are handled adequately. Accordingly, Kimbrer Computer ApS sustains the right to implement additional standards to meet the ever-developing international requirements. To maintain compliance with this policy, we ensure that all employees are acquainted with Kimbrer Computer ApS' guidelines by conducting annual awareness e-learning on the guidelines of this policy.

This Code of Conduct has been established as the baseline of Kimbrer Computer ApS' activities and is subject to amendments to the regulations and guidelines stated above.



Code of Conduct

Title: Kimbrer Computer ApS Code of Conduct		Applicable to: Management, employees and suppliers		
Page 4	Of 4	Prepared by:	Revised by:	Approved by:

ACCOUNTABILITY

This Code of Conduct applies to the management, all the employees and the suppliers of Kimbrer Computer ApS, with the expectation that all are responsible for fostering the outlined principles. Concerns of non-compliance of this Code of Conduct are to be directed at Bjarne Aarup (CEO, Kimbrer Computer ApS), the lead responsible for reporting any violations. Kimbrer Computer ApS' management will assume responsibility and act to mitigate potential causes.

Bjarne Aarup
26-09-2022