

Supplier Code of Conduct

Movinn A/S is committed to conducting business responsibly, ethically, and sustainably. As a serviced apartment operator, Movinn works closely with a wide range of suppliers, contractors, and service providers who play an essential role in delivering high-quality accommodation and guest experiences.

Movinn recognizes that suppliers also have an important impact on society and the environment through their labor practices, business conduct, and operational footprint. This Supplier Code of Conduct outlines the minimum standards Movinn expects from its suppliers and business partners.

This Code supports Movinn's commitments within the areas of:

- Environmental responsibility
- Labor and human rights
- Ethical business conduct
- Health and safety
- Sustainable procurement

Movinn expects suppliers to uphold these principles and to ensure that similar standards are applied throughout their own supply chains where relevant.

1. Supplier overview

Movinn has a highly integrated supply chain meaning we are managing a lot of tasks inhouse – or internally in our company group. When using external suppliers, we either prioritize best-in-class and larger household names, or smaller niche suppliers with excellent quality and ESG profile. Among the most impactful tasks we deliver inhouse are the following:

- Cleaning staff are employed inhouse.
- Fully operational industrial scale linen laundry.
- Technology development.
- Furniture production (designed inhouse and delivered from factories in europe and asia).

2. Scope and Applicability

This Supplier Code of Conduct applies to all suppliers, contractors, consultants, and service providers delivering goods or services to Movinn A/S, including but not limited to:

- Cleaning and housekeeping providers (if external support is needed)
- Laundry and linen services (if external support is needed)
- Maintenance contractors (if external support is needed)
- Furniture and furnishing suppliers (on items we don't manufacture inhouse)
- Construction and refurbishment partners
- IT and technology vendors (on services we do not develop inhouse).
- Professional service providers

Suppliers are responsible for ensuring compliance with this Code within their own operations and, where applicable, among subcontractors and downstream partners supporting Movinn's services.

3. Compliance with Laws and Regulations

Suppliers must comply with all applicable national and international laws and regulations, including but not limited to:

- Labor and employment laws
- Occupational health and safety regulations
- Environmental protection laws
- Anti-corruption legislation
- Data protection and privacy requirements (including GDPR)

Movinn expects suppliers to maintain the necessary licenses, permits, and legal authorizations required to perform their work.

4. Labor Standards and Human Rights

Movinn is committed to respecting internationally recognized human rights and expects suppliers to do the same. Suppliers must uphold fundamental labor rights aligned with the International Labour Organization (ILO) conventions and the UN Guiding Principles on Business and Human Rights.

4.1 Prohibition of Forced Labor

Suppliers must not use any form of forced, bonded, or involuntary labor. Workers must be employed voluntarily and must be free to leave employment in accordance with applicable laws.

Suppliers must not:

- Withhold identity documents
- Require deposits as a condition of employment
- Use coercion, threats, or intimidation

4.2 Prohibition of Child Labor

Suppliers must not employ children below the legal minimum working age. Where young workers are legally employed, suppliers must ensure that work does not interfere with education, health, or safety.

4.3 Fair Wages and Working Hours

Suppliers must:

- Pay wages that meet or exceed legal minimum requirements
- Provide legally mandated benefits
- Ensure working hours comply with applicable laws
- Provide overtime compensation where required

Movinn expects suppliers to respect fair scheduling practices, particularly in labor-intensive service areas such as cleaning and maintenance.

4.4 Non-Discrimination and Equal Opportunity

Suppliers must provide a workplace free from discrimination. Employment decisions must not be based on:

- Gender or gender identity
- Race or ethnicity
- Religion or belief
- Age
- Disability
- Sexual orientation
- Nationality or political opinion

Suppliers must promote equal opportunity and fair treatment for all workers.

4.5 Harassment and Abuse

Suppliers must prohibit all forms of harassment, bullying, intimidation, or abusive behavior. All workers must be treated with dignity and respect.

4.6 Freedom of Association

Suppliers must respect workers' rights to freedom of association and collective bargaining in accordance with applicable laws.

5. Health and Safety

Suppliers must provide a safe and healthy working environment for employees, subcontractors, and any personnel operating at Movinn-managed sites.

Suppliers are expected to:

- Identify workplace hazards and implement preventive measures
- Provide appropriate safety training and protective equipment
- Maintain emergency procedures and incident reporting processes
- Ensure safe handling of chemicals and cleaning agents
- Follow health and safety requirements when working in guest environments

Movinn places particular emphasis on safety in operational contexts such as housekeeping, maintenance, refurbishment work, and contractor activities in occupied buildings.

6. Environmental Responsibility

Movinn is committed to reducing the environmental impact of its operations and expects suppliers to contribute to this effort.

Suppliers must comply with environmental laws and work toward minimizing their footprint through responsible practices.

6.1 Resource Efficiency

Suppliers should seek to reduce consumption of:

- Energy
- Water
- Materials
- Single-use products

6.2 Waste Management

Suppliers must manage waste responsibly, including:

- Proper disposal of hazardous waste
- Recycling where feasible
- Minimizing food waste, textile waste, and packaging waste

Movinn encourages suppliers to support circular economy practices, especially in areas such as linens, furnishings, and refurbishment materials.

6.3 Climate Impact and Emissions

Movinn encourages suppliers to measure and reduce greenhouse gas emissions where relevant. Suppliers providing significant services (e.g., laundry, cleaning, construction) should be able to demonstrate efforts to improve energy efficiency and reduce carbon impact.

6.4 Chemicals and Cleaning Products

Cleaning suppliers must ensure responsible use of chemicals, including:

- Compliance with safety regulations
- Use of eco-certified products where possible
- Safe storage and handling procedures

7. Ethical Business Conduct

Movinn expects all suppliers to operate with integrity and transparency.

7.1 Anti-Bribery and Anti-Corruption

Suppliers must not engage in bribery, corruption, extortion, or kickbacks. Suppliers must never offer or accept improper payments or benefits to influence business decisions.

7.2 Gifts and Hospitality

Any gifts or hospitality must be modest, appropriate, and not intended to improperly influence Movinn employees or decisions.

7.3 Conflicts of Interest

Suppliers must disclose any potential conflicts of interest that could compromise objectivity in business dealings with Movinn.

7.4 Fair Competition

Suppliers must comply with competition laws and conduct business fairly without engaging in anti-competitive practices.

8. Data Protection and Confidentiality

Suppliers handling Movinn data must:

- Protect confidential information
- Comply with GDPR and applicable privacy regulations
- Implement appropriate cybersecurity measures
- Use personal data only for authorized purposes

This is particularly important for IT vendors, booking systems, and service providers with access to guest or employee information.

9. Responsible Supply Chain Management

Suppliers are expected to communicate these principles to their own subcontractors and to take reasonable steps to ensure compliance throughout their supply chains, especially in high-risk categories such as textiles, cleaning services, and construction.

10. Monitoring, Documentation, and Compliance

Movinn may request documentation or evidence of compliance, including:

- Policies and procedures
- Certifications
- Training records
- Health and safety documentation
- Environmental initiatives

Movinn reserves the right to:

- Conduct risk-based supplier assessments
 - Require corrective actions
 - Terminate contracts in cases of severe or repeated non-compliance
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11. Reporting Concerns

Suppliers are encouraged to report concerns related to unethical conduct, labor violations, corruption, or serious environmental breaches.

Reports can be submitted confidentially via Movinn's whistleblower channel: whistleblower@movinn.dk

Movinn prohibits retaliation against any supplier or worker raising concerns in good faith.

12. Acknowledgment and Commitment

By working with Movinn A/S, suppliers acknowledge their responsibility to comply with this Supplier Code of Conduct and to support responsible business practices.

Supplier:	
Authorized Representative (Full name)	Date:
	Signature

Approved by:

Date:

Signature:

1. February 2026



Patrick Blok
CEO Movinn A/S

ANNEX 1 – Supplier onboarding Checklist (filled out by Purchaser)

Supplier has signed Code of Conduct	
ESG risks assessed (low / medium / high)	
Health & Safety procedures confirmed	
Contract includes ESG clause	
Annual supplier review scheduled	

Approved by: *1 FEB 2026*

Date:

Signature:

Patrick Blok
CEO Movinn A/S