



JYSK
Employee

Code of Conduct



Our shared responsibility

A message from the President and CEO of JYSK

At JYSK, we believe that the way we do business reflects who we are.

Our success is built on a strong foundation of JYSK Values and Leadership that guide our daily actions and decisions. This Employee Code of Conduct is designed to ensure that every colleague upholds the standards and policies that make JYSK a trusted, respected, and successful organisation.

Our JYSK Values originate from our founder, Lars Larsen. They express the behaviour and attitude that are expected from you as a JYSK employee. So does JYSK Leadership for our leaders.

It is important to understand that, as JYSK employees, we are all ambassadors of our values. By following this Code of Conduct, you help create a workplace where everyone can thrive, customers feel valued, and our business continues to grow responsibly.

Rami Jensen
President and CEO
JYSK

Representing JYSK

As JYSK employees, we are all ambassadors of the company both internally and externally. Our individual actions, attitude, and communication reflect directly on JYSK's reputation. By living up to our values, providing excellent service, and acting with professionalism and pride, we build trust with customers, colleagues, and our surroundings, ensuring that JYSK is seen as a reliable and respected company.

JYSK Values and Leadership

Our JYSK Values — Tradesman, Colleague, and Corporate Spirit — and JYSK Leadership - Leader, Coach, and Communicator - define the behaviours and attitudes expected from all of us. These values are not just words. They are the principles that shape how we interact with our colleagues and customers.

Values



Tradesman



Colleague



Corporate spirit

Leadership



Leader



Coach



Communicator

Social commitment

Responsible working conditions and working as a team

At JYSK, we aim to provide fair employment terms and safe working conditions for all employees, with regard to both physical and mental health. JYSK complies with relevant legislation and collective agreements.

Our Scandinavian leadership style emphasises trust and empowerment, as we believe this nurtures motivation and engagement. An element in our JYSK Values is mutual respect. We believe that showing respect for each other creates an inclusive culture, which we see as a basis for diversity at our company. We do not accept harassment or discrimination of any kind, which is clearly defined by our values.

At JYSK, teamwork is essential to our success. We support each other, communicate openly and honestly, and remain flexible to help colleagues when needed. By working together with a positive attitude, we create a welcoming environment for both our teams and our customers, ensuring that everyone can contribute to our shared goals.

At JYSK, we have a right and duty to speak up, and actions will be taken when needed to ensure that we continue to have a strong and safe workplace. Therefore, we conduct regular surveys to get feedback on topics such as work-life balance, immediate manager and work satisfaction. Based on this feedback, managers and team members agree on actions to continue the development of the team and the individual employee.



Health, safety & wellbeing

The JYSK definition of wellbeing is the state of being safe, healthy, happy and motivated. Safety, physical and mental health and wellbeing for all employees is a key priority at JYSK.

As an employee at JYSK, you have a responsibility to live up to the outlined standards within this area to protect yourself, your colleagues and third parties working at our sites.



Environmental Commitment

At JYSK, we take climate change seriously and have committed targets to reducing our impact on the environment. Our targets cover both our stores, distribution centres, and offices, as well as the emissions from our value chain, i.e. from the production of products, transportation of products and so forth. We are all responsible for contributing to our targets through the way we act in daily life, such as limiting energy consumption, recycling, and being cost-conscious.

This is important both from an environmental
and a financial perspective.

Governance and compliance with legislation

At JYSK, we expect all employees to act in full compliance with the law and uphold the expected standards of integrity. This means following both legal requirements and JYSK's internal policies in every aspect of your work.

Our expectations include (but are not limited to):

- Competition law: Always respect fair competition rules and avoid any practices that could restrict or distort competition.
- Data protection (GDPR): Handle personal data responsibly and in accordance with applicable data protection regulations.
- Anti-money laundering: Never engage in or facilitate activities that could involve money laundering.
- Anti-bribery and anti-corruption: Do not offer, give, or accept bribes or any form of improper advantage.

This list is not exhaustive. Additional requirements and guidance are outlined in JYSK's policies, which are available on MYJYSK. Alongside these policies, you will also find training materials designed to help you understand and apply the rules in your daily work.

Acting in compliance is mandatory — it is essential to protect our customers, our business partners, and JYSK's reputation. By following these principles, we ensure that JYSK operates responsibly, ethically, and in line with both legal and corporate standards.



Non-compliance

Any concerns of non-compliance or inappropriate behaviour in relation to this Code of Conduct should be reported as soon as possible. Concerns should be raised with the immediate manager, or, if the manager is the subject of the concerns, to their superior, or, ultimately, to the President and CEO of JYSK.

If you are aware of non-compliant behaviour, and you have a reason not to contact your direct manager by using your right and duty to speak up, you can always use the JYSK Whistleblower application to report such behaviour anonymously.

Non-compliance with the Code of Conduct may result in disciplinary actions, including dismissal. Should a breach of the Code of Conduct involve an infringement of the law, it may result in court proceedings.

Further information and training



This employee Code of Conduct defines the basic principles for all JYSK employees. All policies and procedures can be found in our intranet MYJYSK/MYJYSKdocs.



We also provide trainings and m-learnings on various topics covered by this Employee Code of Conduct. All employees have access to our learning application, MYLEARN, where we can find relevant learning courses and materials.



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