

## **CODES OF CONDUCT FOR THE SUPPLIER**

These Codes of Conduct for Suppliers are directed at any entity within the Supplier's Group and its subcontractors who manufacture Goods for or are a supplier to DT-Group A/S. The Supplier's Group accepts and confirms the validity of these Codes of Conduct with respect to any Goods offered to the DT-Group.

If the Supplier does not comply with these Codes of Conduct and/or gives incorrect, wrong or false information to the Buyer the Buyer can - without notice – cancel any order and reject receiving Goods from the Supplier and/or return any Goods in stock – and demand full compensation from the Supplier.

The Supplier shall allow HT BENDIX A/S and/or relevant employees who represent DT-Group free access to its facilities and employees and to all relevant data in relation with the contents of this form at any time, whether notification of an inspection has been given in advance or not.

If there will be any relevant changes, the Supplier shall complete an agreement form confirming the Supplier's and the Supplier's Group's compliance with said Codes of Conduct for the Supplier.

### **General Terms**

The Supplier's business activities must comply with all the relevant and applicable laws and regulations, including those concerning the employees, their welfare and safety and the working environment in order to do business with DT-Group.

### **Social Responsibility – Human Rights and Labour Standards**

The Supplier supports and wishes to comply with the United Nations Universal Declaration of Human Rights and therefore will adhere to the following:

1. The Supplier shall treat its employees with respect and dignity.
2. Employment with the Supplier shall not be subject to discrimination regarding race, colour, nationality, religion, gender, age, sexual orientation or marital status.
3. The Supplier shall at any time be able to verify the age of an employee.
4. The Supplier is not allowed to use employees at an age younger than 15 in production or anywhere else in the business.
5. The definition of a "child" is based on ILO's (International Labour Organization) Convention no. 138 and ILO's Recommendation no. 146 (Minimum Age and Recommendation), which state that a child is a person at an age younger than 15 unless national law stipulates an age greater than that or requires completion of compulsory education.
6. If national law sets the limit for the definition of a "child" at the age of 14, the national law applies.
7. The Supplier is not allowed to use forced, bonded, involuntary labour.

8. The Supplier shall comply with applicable laws and industry standards on working hours including overtime.
9. Working hours must be planned in such a way that the employee can plan his/her own leisure time.
10. The Supplier shall comply with current law concerning wages. The wages must meet the industry minimum standards of the specific country.
11. Withholding wages must not be used as a disciplinary measure.
12. The Supplier shall acknowledge the employees' right to join associations and unionisation.
13. Accommodation, if provided, should be clearly segregated from the factory or production area.

### **The Working Environment**

The Supplier shall treat all its employees with respect and dignity and ensure a healthy and safe working environment where the sources of noise and air pollution are under control. Applicable laws and regulations for a good working environment, including the safety and health of the employees, must be complied with. The Supplier will adhere to the following:

1. Factory facilities must be well-maintained and kept in clean condition.
2. The employees should be protected against noise, air pollution, etc. by mandatory use of protective equipment against injuries to hearing, eyesight, respiratory passages, etc.
3. The Supplier must make sure that passages, stairways and exits are unobstructed to facilitate any emergency evacuation. The main exits must not be locked during working hours.
4. The Supplier shall have procedures for handling of serious accidents that require treatment outside the Supplier's premises.
5. No employee shall be subject to any physical, psychological or sexual harassment, punishment or abuse.
6. The employees should have reasonable and acceptable access to drinking water and toilet facilities. Sanitary conditions should be satisfactory and kept clean.

### **The External Environment**

The Supplier shall comply with applicable national laws and regulations for protecting the environment. The Supplier will also adhere to the Danske Trælast Group policy to contribute towards supporting Sustainable forestry

1. It is DT-Group's policy to contribute towards supporting sustainable forestry through all our purchases of timber and timber products from all over the world.
2. DT-Group will always observe legislation in force at any time in the importing and exporting countries.
3. DT-Group has a defined policy of ensuring that bought timber has been cut in compliance with the legislation of the country of origin.
4. It is DT-Group's policy not to actively import or participate in importing illegally cut timber, irrespective of the country of origin or any third country.

5. DT-Group recognises the FSC (Forest Stewardship Council) and the PEFC (Pan European Forest Certification) as certifying organisations that are working to ensure sustainable forestry all over the world.
6. DT-Group intends to actively contribute to increase consumer awareness of the contents of the certifications and consumer understanding of their significance.
7. DT-Group has a goal to increase marketing of certified timber based on market opportunities.

### **Anti-Corruption**

DT-Group is committed never to engage in bribery. Any supplier, factory or manufacturer who violates this policy by offering or accepting any form of gift or gratuity to/from any associate, agent or affiliate of DT-Group will be subject to loss of existing and future business, regardless of whether the gift or gratuity was accepted. In addition, a supplier, factory or manufacturer who violates this policy, will be reported to the appropriate governmental authorities.