

Code of Conduct for Suppliers of Scandomestic A/S

This Code of Conduct defines the fundamental expectations for Suppliers of Scandomestic A/S.

As such, we expect our Suppliers to comply with the following standards concerning stakeholders and the environment:

Health and safety

- Comply with all applicable laws and regulations regarding occupational health and safety measures.
- Dedicate to continuous improvements of occupational health and safety measures.

Human rights and labor standards

- Working time: Comply with the applicable law and industry-specific labor regulations concerning working time, including provisions for overtime.
- Wages and benefits: Provide wages and benefits in accordance with national laws, including minimum wage legislation, and in line with industry standards and national labor markets.
- Non-discrimination and Fairness: Uphold principles of equal opportunity and fair treatment. Non-tolerance of any form of discrimination or harassment, whether verbal or physical, against employees.
- Freedom of Association and Collective Bargaining: Recognize, to the extent legally permissible, the right of employees to freely associate and engage in collective bargaining.
- No forced labor: Reject any form of forced labor, including forced prison labor, bonded labor, slave labor, and any form of human trafficking.
- No child labor: Comply with minimum working age requirements as stipulated by national laws and international agreements.

Legal compliance and integrity

Comply with all applicable laws and regulations, in particular:

- Refrain from any involvement in corruption or bribery to gain unfair advantage.
- Act in accordance with national and international competition laws, refraining from engaging in practices such as fixing or bid rigging with competitors.

Environmental protection

- Comply with all applicable laws, regulations and international standards relating to environmental protection and conservation.
- Commit to ongoing improvements in environmental protection efforts.

Supply chain

We request our Suppliers to undertake reasonable efforts to encourage their own suppliers and sub-contractors to uphold the principles outlined in this Code of Conduct.

By adhering to these standards, Suppliers contribute to the ethical and sustainable practices that are integral to Scandomestic A/S.