

Code of Conduct for Suppliers of Scandomestic A/S

This Code of Conduct defines the basic expectations placed on Suppliers of Scandomestic A/S.

As such, we expect our Suppliers to apply to the following standards towards stakeholders and the environment:

Health and safety

- Comply with all applicable laws and regulations on occupational health and working safety
- Commit to continuous improvements of occupational health and safety

Human rights and labor standards

- Working time: Comply with the applicable law and sector-specific labor regulations concerning working time, including overtime laws
- Wages and benefits: Provide wages and benefits as prescribed by the respective national laws, including minimum wage legislation, and in line with existing practice in the industry and local labor markets
- Non-discrimination and fairness: Apply the principles of equal opportunity and fair treatment. Non-tolerance of any form of discrimination or verbal or physical harassment of employees
- Freedom of association and collective bargaining: Recognize, as far as legally permitted, the right of free association and collective bargaining of employees
- No forced labor: Non-tolerance of any form of forced labor, including forced prison labor, bonded labor, slave labor or any form of human trafficking
- No child labor: Comply with minimum working age requirements prescribed by national laws and international agreements.

Legal compliance and integrity

Comply with all applicable laws and regulations, in particular:

- Tolerate no form of and not to engage in any form of corruption or bribery to obtain an improper advantage
- Act in accordance with national and international competition laws, and not to participate in price fixing or bid rigging with competitors

Environmental protection

- Comply with all applicable laws and regulations and international standards relating to the protection and preservation of the environment
- Commit to continuous improvements of environmental protection

Supply chain

We request our Suppliers to undertake reasonable efforts to encourage your own suppliers and sub-contractors to comply with spirit of the Code of conduct outlined in this paper.