

Code of Conduct for Suppliers of Scandomestic A/S

Scandomestic A/S expects all suppliers to conduct business in a responsible and sustainable manner. This Code of Conduct sets out the minimum standards for our cooperation and reflects our commitment to long-term, fair and transparent partnerships.

Health & Safety

- Suppliers must comply with all applicable laws and regulations on occupational health and safety.
- Workplaces should be organized to prevent accidents and protect the health of employees.
- Suppliers are expected to continuously improve their health and safety practices and encourage a culture of safety awareness.

Human Rights & Labor Standards

- Child labor, forced labor, and human trafficking are strictly prohibited.
- Working hours, wages and benefits must comply with national laws and industry standards, always meeting at least the legal minimum requirements.
- Employees must be treated with dignity and respect, free from any discrimination or harassment.
- The right of employees to freely associate, organize and bargain collectively must be respected in accordance with local law.
- Suppliers are encouraged to continuously improve labor conditions in line with internationally recognized standards such as the ILO conventions.

Integrity & Legal Compliance

- Business must be conducted with honesty and fairness. Bribery, corruption, extortion or any other improper advantage is strictly forbidden.
- All applicable laws regarding fair competition, trade and customs must be observed.
- Confidential business information and personal data must be handled with care and protected against misuse or unauthorized disclosure.

Environment & Climate

- Suppliers must comply with all environmental laws and international standards relating to environmental protection.
- We expect suppliers to continuously improve their environmental performance, including reduction of waste, emissions and use of hazardous substances.
- Efforts should also focus on efficient use of energy and resources, contributing to climate protection and sustainable development.

Supply Chain Responsibility

- Suppliers are expected to share the principles of this Code of Conduct with their own suppliers and subcontractors, and to encourage compliance throughout the supply chain.
- Employees should have access to safe and confidential channels for reporting concerns or misconduct without the risk of retaliation.

By following these principles, suppliers contribute to ethical, sustainable and mutually beneficial business practices that are integral to Scandomestic A/S.