

## Supplier code of conduct

Our code of conduct contains a detailed description of the expectations that we have to our suppliers. We have attached our code of conduct to this statement letter. Acceptance of and adherence to the code of conduct, is a prerequisite to any form of supplier relationship with us.

As being an ISO 14001 and ISO 9001 certified company, we commit ourselves to revise and increase the demands to our products continuously. Primarily according to quality, safety, environmental and social responsibility matters. This will affect our suppliers as well as other relevant stakeholders. We believe that through an open and regularly dialogue, we can secure that all our suppliers and stakeholders will take these matters just as serious as we do.

The purpose of this Code of Conduct is to ensure that our suppliers operate in accordance with internationally recognized standards on human rights, labor rights (ILO), environment, and anti-corruption as defined in UN Global Compact, UN Guiding Principles on Business and Human Rights

## Supplier obligations

The supplier shall always ensure compliance with or exceed its obligations as set out in this Code of Conduct.

The supplier shall be open for and collaborate with Creativ Company A/S concerning issues stated in this Code of Conduct, as well as other Corporate Social Responsibility issues that might fall outside the scope of it.

The supplier shall use all reasonable efforts to ensure that its agents and sub-suppliers comply with the requirements under this Code of Conduct.

In the event of a material and/or repeated breach by the supplier of any of its obligations under this Code of Conduct, Creativ Company A/S is entitled, in whole or in part, to terminate its co-operation with the supplier, without incurring any liability towards the supplier.

Any products, which have been manufactured by or for the supplier in breach of its obligations under this Code of Conduct are deemed non-conform, and Creativ Company A/S reserves the right to reject such products, without prejudice to any other rights of remedy available to Creativ Company A/S under any purchase contract or the law.

## Supplier code of conduct

### 1. Legislation

The supplier shall, without any doubt, work according to the existing laws, rules and regulations in the countries where the supplier has business operations.

### 2. Corruption and bribery

The supplier shall refrain from bribing, or using any other method, to unjustly influence public officials and/or the judiciary.

### 3. Child Labor

The supplier shall not use child labor or forced child labor. In accordance with International Labor Organization (ILO) convention 138, every employee must be at least 15 years of age. The age of 14 would apply to developing countries as defined by the ILO. No employee, including apprentices or vocational students, may be employed in breach of local minimum age laws for employment or mandatory schooling.

### 4. Discrimination and Forced Labour

The supplier shall provide equal opportunities for its employees and may not discriminate based on race, sex, age, religion, marital status, union affiliation or sexual orientation, or use forced labor.

### 5. Work Hours, Wages and Freedom of Association

The supplier shall respect the rights of employees to form and join trade unions of their choice, including labor organizations, and shall ensure that the requirements of applicable laws, rules, regulations, and industry standards concerning working hours and minimum wages are met.

### 6. Human Rights

The supplier shall support and respect human rights and ensure that they are not complicit in human right abuses.

Processes should be adopted by the supplier in accordance with the UN Guiding Principles on Business and Human Rights to manage their human rights impact.

## 7. Health and Safety

The supplier shall provide workers a safe and healthy work environment including appropriate and adequate facilities and protection from hazardous materials or conditions.

## 8. Environment improvement

The supplier must aim to minimize the environmental impacts of its activities, products and services through a proactive approach and responsible management of its environmental aspects. The supplier must maintain awareness of current environmental legislative requirements, which are relevant to the environmental aspects of its activities. The supplier must demonstrate continuous environmental improvements.

## 9. Enforcement and Corrective Actions

If we have any reason to believe that the supplier violates any of these statements, following procedures will come into force:

- a. At first, we will confront the supplier with their violation of our code of conduct. The supplier will have 3 months to revise and reconstruct their procedures, so that they can meet the requirements of our code of conduct. (Yellow card)
- b. If the supplier does not perform according to our code of conduct after the 3 months, we will close the business with the supplier completely. (Red card)

## 10. Zero tolerance Standard

We will not conduct business with a supplier engaged in violations of fundamental human rights. The following practices are unacceptable:

- The use of bonded and forced labour, including forced prison labour and human trafficking.
- Worst forms of child labour, including forced child labour, child prostitution, and other work that is likely to jeopardise the health, safety, and morals of children.
- Any harsh, inhumane, or degrading treatment or punishment of employees.
- The exposure of employees to life-threatening work environments, with a lack of information about dangers and undertaken protective measures.
- Deliberately causing substantial pollution to air or water, or substantial soil contamination.

If we have any reason to believe that a supplier is committing such violations, we will close the business relationship immediately.

## 11. Monitoring

Upon the request of Creativ Company A/S, the supplier shall be able to demonstrate its compliance with all obligations set out in this Code of Conduct. Monitoring will be in the form of either supplier self-assessments, announced audits or unannounced audits. The supplier is required to provide full access to on-site inspections and to all records that might determine compliance or non-compliance with this Code of Conduct.

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## Supplier acceptance

Your signature below shall confirm your understanding of the Creativ Company Code of Conduct and your agreement to adhere to all its' provisions.

Confirmed and agreed to by:

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Authorized Supplier Signature

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Supplier Company Name (Stamp)

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Authorized Signature (Printed)

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Company Name (Printed)

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Date (dd.mm. yyyy)