



Code of Conduct

Purpose	<p>To define and promote responsibility and best practice for Dangard suppliers and their sub-suppliers. The contractual supplier is responsible for ensuring that their sub-suppliers meet the specified requirements.</p> <p>The Code of Conduct is a supplement to existing legislation in the relevant country. In the event of discrepancies between this Code of Conduct and local legislation, the local legislation is applicable.</p>
Legal requirements	<p>The local legislation for the country in which the works are being carried out must always be complied with.</p>
Terms of employment	<p>The local labour legislation is to be followed without deviations.</p>
Salary and terms of employment	<p>The salary shall comply with the local health and safety legislation, and is to be paid on time and in compliance with the scope of the work and its execution.</p>
Working hours	<p>Working hours are to be agreed and within the framework of the local labour legislation. Overtime hours must only be worked on a voluntary basis and must take account of the employees' considerations. Overtime is to be compensated according to legislation and wage norms.</p> <p>Employees shall be guaranteed at least one day off per week.</p>
Forced labour	<p>Any use of forced labour, deprivation of liberty or illegal labour will not be accepted under any circumstances.</p>



Code of Conduct (continued)

Discrimination	Any discrimination either due to sex, race, sexual orientation, religion, political convictions, social or ethnic origin will not be accepted.
Force or harassment	Any kind of force or mental, physical or sexual harassment will not be tolerated.
Freedom of association or the right to collective negotiations	Employees shall have the right to membership of a union and the right to collective negotiation in compliance with the local labour legislation. The right must not be limited or interfered with.
Child labour	Dangard complies with the current legislation with regard to employment of children and youngsters. We support the protection of children against economical exploitation, dangerous work and interruption of education.
Health and safety	<p>The health and safety of each employee must comply with local legislation and a high ethical standard from the supplier's side. This includes ventilation, lighting, clean drinking water, separate canteen or dining rooms as well as proper sanitary facilities.</p> <p>If any noise, air pollution or other health hazardous environment is present, the supplier must supply the necessary safety equipment, including instructions for correct use and associated supervision.</p> <p>A well-documented and functional emergency response must be established and visible in all departments, including accessible emergency exits, functional fire extinguishers, as well as first aid boxes ready for use in emergency cases.</p>
Environment	The supplier must comply with the current legislation, requirements and regulations with regard to protection of the environment.



Code of Conduct (continued)

Corruption	Corruption or extortion in any form by persons or organisations will not be tolerated nor accepted.
Control/Audit	Dangard or an appointed representative can at any time evaluate the actual status of any supplier and must have unrestricted access to all relevant data and company areas, even if the visit is unannounced. All deviations or non-compliances will be noted for correction according to the degree of deviation.
Sanctions for deviations	Dangard will be forced to cancel a contract with a supplier, without any compensation, if the relevant company does not correct a specific deviation by an agreed deadline.

Approval:

The undersigned agrees to the terms of this contract on behalf of his or her organization or business.

Date: 15/5- 2020

On behalf of Dangard A/S (Buyer):

Date: 15/5- 2020

On behalf of xxx ApS (Supplier)

Per Møller

xxx