

Code of Conduct for Suppliers

Introduction

At Dancover we believe in acting ethically and responsibly, and to clarify our global expectations, we have developed a Supplier Code of Conduct, which covers areas in relation to human and labour rights, health and safety for employees, environmental protection, and ethical business practices.

We set high standards for our corporate and individual behavior, and we expect our suppliers to conduct business responsibly, with integrity, honesty, and transparency. We expect our suppliers to consider the present Code of Conduct and share it with their employees, and sub-suppliers, to ensure that they satisfy the requirements.

At a minimum, we require that all Dancover Suppliers meet the following standards:

Child Labor

Work may not be performed by children. The term "child" refers to a person younger than 15 (or 14 where local law allows), or, if higher, the local legal minimum age for employment or the age for completing compulsory education. If required by law, supplier will have a procedure to invest in a remediation system to assist any children found to be working for the facility that caters to the children's best interests. Suppliers employing young persons under age 18 who do not fall within the definition of "children" will also comply with any laws and regulations applicable to such persons.

Involuntary Labor / Coercion and Harassment

The supplier must ensure that work is voluntary and that no form of forced labour occurs. Employments decisions will be based on free choice and there may be no coerced or prison labour, no use of physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control.

Nondiscrimination

We expect our suppliers to treat employees fairly and provide a workplace that supports diversity and is free from discrimination in hiring or employment practices, terms, or conditions, including compensation, benefits, advancement, discipline, termination, or retirement, and will not discriminate in sourcing, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, marital status, political opinion, disability, or any other category protected by law.

Association

Suppliers will respect the rights of employees to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or illegal interference.

Health and Safety

Suppliers will provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations, ensuring, at a minimum, reasonable access to potable water and sanitary facilities, fire safety, and adequate lighting and ventilation. Suppliers will also ensure that the same standards of health and safety are applied in any housing that they provide for employees.

The supplier must obtain, keep up-to-date, and comply with all required health and safety permits.

Retaliation

Suppliers must not tolerate any retaliation against any employee who makes a good faith report of abuse, intimidation, discrimination, harassment, or any violation of law or of this Code of Conduct, or who assists in the investigation of any such a report.

Compensation and Working Hours

We expect Suppliers to recognize that wages are essential to meeting employees' basic needs. At a minimum, Suppliers will comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, and provide legally mandated benefits.

Protection of the Environment

Suppliers will comply with all applicable environmental laws and regulations and must abide by the three principles on the environment that are set out in the United Nations Global Compact: 1) supporting a precautionary approach to environmental change; 2) undertaking initiatives to promote greater environmental responsibility; and 3) encouraging the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Suppliers must not tolerate, permit, or engage in bribery, embezzlement, extortion, kickbacks or other forms of corruption in dealings with any government official or employee or any individual in the private sector. Suppliers will abide by all applicable local, national, and international laws, with the related principle adopted in the United Nations Global Compact, which provides that "business should work against corruption in all its forms, including extortion and bribery." Suppliers and their officers, directors, employees and agents will engage only in legitimate business and ethical practices in commercial operations; will not directly or indirectly pay, offer, give, promise or authorize payment of anything of value to another party for the purpose or intent to induce that party to use his/her authority to help the Supplier or another party; and will not accept any payment or other benefit as an inducement or reward for any act or forbearance or in connection with any matter or business transacted by or on behalf of Dancover.

Other Laws

Suppliers must maintain awareness and comply with all applicable laws and regulations of the countries of their operations.

Supplier Acknowledgement / Responsibility

With this document, Supplier has received Dancover's Supplier Code of Conduct and must share it with its employment sites, subsidiaries, divisions, affiliates, operating entities, authorized agents and/or subcontractors who are doing business with Dancover and will abide by every term therein.

Suppliers' failure to comply with any Dancover term, condition, requirement, policy, or procedure including, but not limited to those outlined in the Code of Conduct may result in consequences for all existing orders and possible termination of Dancover's business relationship with Supplier. Supplier also understands that complying with this Code of Conduct does not obligate Dancover to conduct business or place any orders with Supplier.