

Supplier

# CODE OF CONDUCT



vidaXL's goal is to make daily life more affordable. We believe that this goal can be achieved through transparent and ethical behaviour. Our supply chain plays an important role in our path to success. We strive to maintain our relationships with our suppliers based on constructive dialogue and continuous improvement. As such, we have a very strict supplier selection procedure based, not just on quality and competitiveness, but also on common values. This Supplier Code of Conduct contains our expectations, with respect to key areas of our corporate social responsibility. The principles set forth in this Code reflects the core values established at vidaXL. Our aim is to work together with suppliers and their subcontractors to develop and implement appropriate business processes that comply with this Supplier Code of Conduct.



## LABOUR AND HUMAN RIGHTS

We support and respect human rights as internationally agreed-upon. Suppliers should uphold the human rights of their employees and treat them with respect and dignity. We expect our suppliers to comply with all applicable laws and regulations in the countries in which they operate. It is of great importance to us that our suppliers adhere to the following standards and principles.

### **No child labour**

Do not use child labour. Suppliers should support and participate in efforts aimed at the elimination of such practices wherever they exist in the supply chain.

### **No forced labour or human trafficking**

Do not use or benefit from forced labour or human trafficking in any instance. It is prohibited to force employees to work under threat of a penalty or punishment or to carry out any other forms of work against their will.

### **Fair and equal treatment**

Do not discriminate based on race, colour, age, gender, sexual orientation, ethnicity or political views. Employment decisions should only be made based on skills, ability and the performance of the employees.

### **Working hours, benefits and wages**

Suppliers must comply with national laws on working hours, breaks, rest days and leave. Also make sure that employees are provided with fair wages and benefits that meet the minimum legal standards according to applicable laws and regulations. Suppliers may not withhold wages as a disciplinary sanction.

### **Freedom of association and collective bargaining**

Uphold the freedom of association and the right of collective bargaining in accordance with applicable laws and regulations. Suppliers will respect the right of their employees to join, form or assist in trade unions.



## SAFETY AND HEALTH

It is of the utmost importance for us to ensure a safe and healthy work environment for employees. Suppliers will create a work environment that is safe, clean and healthy. Suppliers will comply with all the relevant local and national health and safety regulations. This principle can be achieved by respecting the following requirements:

### **Worker protection**

Do not expose your employees to chemical, biological, physical hazards and/or physically demanding tasks and conditions. All necessary measures should be taken to prevent any work-related injuries, illness and accidents.

Employees will have the right to refuse and report unsafe or unhealthy working conditions.

### **Housing conditions and respect for privacy**

Provide access to clean and sanitary facilities, water, appropriate dormitories and food.

### **Emergency preparedness**

Provide information to employees on identifying risks in the workplace and other necessary safety information. Furthermore, emergency plans and response procedures should be implemented for such situations.

## ENVIRONMENT

We believe that we can make our world a better place by protecting our environment. For that reason, we strive to operate in an environmentally responsible and efficient manner to minimize our environmental footprint. Suppliers will comply with environmental laws and regulations that apply in the countries in which they operate. Furthermore, suppliers are expected to implement initiatives to improve their environmental practices. This principle is supported by the following areas:

### **Environmental Permits and Reporting**

Obtain, maintain and keep up-to-date all required environmental permits, licenses and registrations.

### **Waste and emissions**

Provide a system which ensures that any business practices with the potential to negatively impact human or environmental health will be managed in an environmentally correct manner. This will take place prior to release of any substance into the environment. These activities include safe handling, storage, reuse or management of waste, air emissions and wastewater discharges.

## BUSINESS ETHICS

To meet our corporate social responsibility, we expect our suppliers to act in an ethical manner and with the highest levels of integrity in all aspects of their business activities. Ethical requirements include the following aspects:

### **Business integrity**

Suppliers will comply with all the applicable laws and regulations governing corruption, bribery and other prohibited activities. Do not

engage in any form of corruption, extortion or embezzlement. No unlawful incentives shall be either offered to or accepted from business partners.

### **Fair competition**

Conduct your business in line with fair competition and in accordance with all applicable anti-trust laws.

## REPORTING OF CONCERNS OR SUSPECTED VIOLATION

The principles included in this Code reflect the core values established within vidaXL. These principles set a minimum requirement that must be met by suppliers and their supporting subcontractors. We expect our suppliers to implement a process to manage reporting of non-compliance to applicable authorities.

### **Reporting**

Provide your employees with a mechanism to report any concerns or suspected unlawful business practices without threat of reprisal, intimidation or harassment. The confidentiality of these reports should be maintained fully.

Reporters may choose to be anonymous. All reports should be investigated within a reasonable timeframe.

### **Non-compliance**

In case of any concern or suspected unlawful business practice, suppliers will take immediate action to correct the non-compliance within a reasonable timeframe. If suppliers either cannot demonstrate compliance or refuse to correct non-compliance, we reserve the right to terminate any agreements or arrangements.

