

CoreDesign: Code of Ethical Conduct

As a supplier to Denmark's largest companies, Coredesign A/S strives to be a responsible and reliable partner. Coredesign A/S has no production but acts as a buyer or "middleman" for our customers. The majority of Coredesign A/S' production is produced according to customers' wishes and needs. By providing the right products, by providing high service and by creating transparency through the value chain, we want to help create security and to support a successful business for our customers. These are the values on which Coredesign A/S is founded.

Our CSR policy is based on the fact that we want to make a positive difference.

Responsible supplier management and cooperation with suppliers is the area where we have the most influence and where we can make the biggest difference in terms of accountability.

Together with our suppliers and based on the UN Global Compact principles, we want to work to create a more responsible supply chain. We do this by proactively influencing and working with our suppliers to comply with internationally recognized principles of worker- and human rights, environmental factors, and anti-corruption.

- Human rights, forced labor, child labor and discrimination.
- Labor rights, working environment.
- Wages and working hours, working conditions and freedom of association.
- Anti-corruption
- Environment

Human rights

Forced labor.

Forced labor must not be used. Employees must have the right to free movement during their employment.

Employees' personal papers or salaries must not be withheld, thereby preventing employees from terminating their employment relationship.

Child labor

Child labor may not be used.

Child labor is defined as the employment of a full-time person who is younger than the local minimum age for full-time employment. The minimum age for recruitment must not be lower than the age at which compulsory education is fulfilled in the country concerned, and in all cases not less than 15 years.

Suppliers must comply with all local laws and regulations on the employment of young workers on permitted working hours, work, and workload.

Discrimination

Discrimination based on race, color, gender, sexuality, language, religion, political or other opinion, age, national or social origin shall not occur or be supported.

Labor standards

Health and safety at work - health and safety

A healthy and safe working environment that complies with all applicable laws and regulations relating to health, the environment and working conditions must be ensured.

Health and safety procedures have been developed and observed. Employees have access to relevant safety equipment and sufficient training to carry out their tasks safely.

Wages and working hours.

Employees must be paid a decent living wage and at least the minimum wage laid down by local law.

Wages must be paid in legal tender and at least once a month.

Employees may not be required to work more than 48 hours per week and 12 hours of voluntary overtime per week.

Employees must have at least one day off per week and be entitled to periodic leave (at least once a year). Employees are also entitled to sick and maternity leave as laid down in local legislation.

All employees must have written confirmation of their terms of employment.

Working conditions

The supplier is responsible for the existence of adequate toilet and bathing facilities and for ensuring that dormitories where used are safe and clean.

Corporal punishment, threats of violence or other forms of psychological or physical coercion or abuse shall not be used.

Association

Employees are free to associate or organize themselves with the unification of their choice and are represented by a legally recognized organization respected the right to negotiate collectively.

Anti-corruption

Bribes may not be offered, promised, given, accepted, or required.

Environment

Existing laws and regulations on environmental protection must be complied with. The supplier shall strive to:

- › Reduce waste and discharges to air, soil, and water.
- › Handle chemicals in an environmentally safe way
- › Handle, store and dispose of environmentally hazardous waste in an environmentally sound manner.

