



CODE OF CONDUCT FOR DAFA EMPLOYEES AND SUPPLIERS

DAFA is highly focused on ethical, social and environmental matters and aims to be a responsible and credible partner.

This Code of Conduct describes how we do business and how we expect our suppliers to do business.

In general:

- All units and employees in DAFA Group as well as our suppliers are expected to comply with the fundamental rules of this Code of Conduct as a minimum.
- DAFA's image and credibility is affected by our employees and partners, including our suppliers. We expect them to show integrity and responsibility in all matters and to be loyal to DAFA's interests.

Our Code of Conduct is based on the 10 Principles of the United Nations Global Compact which covers human rights, labor rights, environmental responsibility and anti-corruption. DAFA has committed to complying with these principles.

Suppliers

Suppliers are chosen under professional and fair circumstances.

Suppliers who enter into an agreement with DAFA are obligated to implement this Code of Conduct and ensure that it is complied with throughout their organization

To consolidate this, DAFA continuously evaluates suppliers with regards to matters of quality, human rights and the environment.

Business principles

All DAFA's suppliers are covered by this Code of Conduct and they must always comply with the laws, regulations and guidelines applicable in the countries in which they operate. No one may receive direct or indirect bribery or other forms of improper payment to promote business activities or affect business agreements.

We expect DAFA's employees to be aware that violations of this Code of Conduct may affect their employment relationship.

Everyone covered by this Code of Conduct is expected to show discretion and maintain confidentiality when handling compromising material, internally and externally, and also when it comes to information about the company's employees. Equally, they are expected not to take advantage of business opportunities, material or supplies which belong to DAFA to do business independently or on behalf of others.

Work environment

Everyone covered by this Code of Conduct should help to nurture a healthy and inspiring working environment. In a workplace where personal and professional development is prioritized, employees remain motivated and can thrive.

Safety is of paramount importance and all employees must commit to take responsibility for safety and to cooperate in making improvements that will prevent injuries.

Employees



Discrimination and assault based on gender, nationality, race, religion, disability, age or sexuality in connection with recruitment, education, promotion and redundancy or business activities is unacceptable.

Human rights

Internationally recognized conventions on human rights must be considered and respected.

All kinds of forced labor and child labor is unacceptable. A supplier working together with DAFA must ensure that they do not employ people younger than the minimum age according to national law.

Applicable national laws and industry standards on working hours must be complied with.

Employees have the right to join labor unions of their own choice. All wages and salaries must comply with applicable national laws and industry standards.

Climate and environment

We want to encourage our suppliers and partners to limit negative impacts on the environment and constantly improve energy efficiency. Everyone covered by this Code of Conduct must, as a minimum, meet applicable national environmental requirements, and avoid production methods that are considered damaging to the environment.

Community relations

Everyone who is covered by this Code of Conduct must take responsibility for and prioritize the maintenance of good and respectful relationships with local communities.

Responsibility for implementation

DAFA's Group Management approves the above strategic responsibility initiatives and commits to further develop these initiatives in those parts of the organization that implement the actual projects. To support this implementation, all relevant policies and documents are available to the relevant employees.

Date / Supplier

Date / DAFA – Brabrand, February 1, 2021



Steen Bødtker
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DAFA Group A/S