

Code of Conduct

Suppliers



Background

Brafab wants to create added value for our stakeholders while contributing to better views, not only for the outdoor setting and the home, but also for the environment, people and society. We actively work to meet consumers' expectations and demands for responsibly made outdoor furniture throughout our value chain.

Brafab should symbolise a modern, sustainable outdoor furniture company that takes responsibility for our impact on people and the environment both locally and globally. We therefore actively pursue climate and environmental initiatives in all of our processes to reduce our impact on the climate. At the same time, we face with humility the fact that we have a great deal to change if we are to achieve our goal of being completely climate neutral by 2050. This is why it is crucial that we do this together with you, our suppliers.

We want to contribute to a better world in which people live a good and healthy life that is free from injustice, and safeguard good business ethics by endeavouring to have long-term and trusting relationships.

With continuous improvements, we take responsibility as northern Europe's leading supplier of outdoor furniture. We summarise our requirements and expectations of suppliers in this Code of Conduct. The Code may be supplemented with detailed rules and guidelines for individual areas.

1. General terms and conditions

1.1 Scope

The Code of Conduct specifies the applicable requirements for Brafab's suppliers and, where applicable, for partners and business partners conducting business with or services on behalf of Brafab. The term "supplier" includes the supplier's subsidiaries and subcontractors.

Where the term "employee" is used, this refers to all individuals, such as employees and consultants, whether they have temporary or permanent employment or assignments with the supplier.

It is the supplier's responsibility to ensure that suppliers and any subcontractors meet the requirements of the Code of Conduct.

1.2 Compliance

The supplier's business must be run in accordance with the applicable laws and regulations in each country where Brafab and the supplier are active. When the requirements of the Code of Conduct surpass the applicable laws and regulations, the requirements of the Code of Conduct are to be applied unless otherwise stated.

The supplier is to have procedures and processes in place to ensure compliance with the requirements of the Code of Conduct.

1.3 Reporting and communication

It is the supplier's responsibility to immediately report and notify Brafab of existing or suspected breaches of laws and regulations, as well as of the Code of Conduct. This is to be reported in writing to the nearest contact person at Brafab.

1.4 Follow-up

Brafab retains the right to conduct an audit of the supplier's business (including an audit of the supplier's premises) for the purposes of ensuring that the supplier complies with the Code of Conduct. Brafab also retains the right to obtain information from the supplier in order to ensure that subcontractors are evaluated. Brafab's right to conduct an audit does not include information that the supplier can demonstrate that it does not have the right to reveal to Brafab, due to confidentiality pursuant to the law or to an agreement with a third party.

1.5 Continuous improvement

Brafab is aware that suppliers are in different phases regarding the social, environmental and business ethics matters addressed in the Code of Conduct. Brafab encourages the supplier to continuously improve and develop its business in accordance with the Code of Conduct.

1.6 Violations to the Code of Conduct

Violations to the Code of Conduct always constitute a significant breach of contract. In this event, Brafab has the right to choose either to request an action plan from the supplier to be shared with Brafab promptly, or to end the contract.

2. Human rights

The supplier should work to respect human rights as per the UN's Universal Declaration of Human Rights. This applies to its own business and to its supply chain.

2.1. Gender equality, discrimination and diversity

The supplier shall actively combat discrimination and ensure that everyone is treated equally. Furthermore, it is up to the supplier to actively promote gender equality and diversity in its own organisation, and in relation to its customers and suppliers. The supplier should work to prevent discrimination, threats and harassment at the workplace due to ethnicity, age, gender, pregnancy, religion or other belief, social background, disability, political views, sexual orientation or gender identity or expression.

2.2. Child labour

The supplier does not accept child labour, and any form of violence, force, or exploitation of children is unacceptable. All children must be protected from economic exploitation and from doing work that could be damaging to the child's physical or mental health, or that could negatively impact the child's opportunity to obtain an education.

"Child" here refers to anyone under the age of 18, in accordance with Article 1 of the UN's Convention on the Rights of the Child.

2.3 Forced labour

The supplier undertakes to ensure that no form of forced labour or modern slavery is used.

This means the supplier must not take advantage of involuntary prison labour, slave-like labour, involuntary work or work under threat of punishment. Work is to be voluntary and the employee must have the right to end their employment within a reasonable period of notice. The supplier may never withhold identity documents, labour permits, or pay from the employee.

2.4. Freedom of association and collective bargaining

The supplier must respect freedom of association and employees' right to collective bargaining.

All employees shall have the right to legally form, join, or not join unions, to bargain collectively, to seek representation and to join a labour council in accordance with local law and international conventions. Employees shall be able to communicate openly and share ideas and concerns with management regarding working conditions and leadership practices without fear of discrimination, threats, or retaliation. Where local law limits the rights to freedom of association and collective bargaining, the supplier should endeavour to facilitate alternative forms of labour dialogue, representation, association and bargaining.

2.5. Working hours and pay

The supplier shall enter employment agreements with all employees and must comply with the applicable laws, rules, and collective agreements (where applicable) regarding working hours and pay.

All employees are entitled to their own copy of the employment contract and payslip, which should be written in a language that the employee understands.

Employees shall have the right to receive reasonable compensation sufficient to provide a decent living for themselves and for their families, as well as the social benefits that are legally granted to the employee. At a minimum, the level of pay should be in line with wages prescribed by the government's minimum wage legislation, or industry standards approved based on collective bargaining, whichever is higher.

Deductions from pay are only permitted if and to the extent prescribed by applicable laws, ordinances, or collective agreements. Pay should always be sufficient to cover living costs and to provide some disposable income. Overtime should be voluntary and is intended to be an exception and should not entail considerably higher likelihood of occupational risks.

3. Environmental initiatives

Suppliers to Brafab should conduct active environmental initiatives endeavouring to limit and reduce their environmental impact. The supplier shall aim to develop eco-friendly technology for production where suitable and proactively conduct environmental initiatives in other ways, for example for efficient use of energy and resources.

3.1 Environmental legislation and environmental management system

The supplier should have current and necessary environmental permits and licenses for its operation and should comply with the business and reporting requirements that these entail.

Suppliers whose operation has a negative impact on the environment should have procedures in place for structured and systematic work methods in order to take environmental aspects into consideration. Among other things, this could include a management system such as ISO 14001 or similar that describes action plans for improving the supplier's environmental initiatives by establishing goals and implementing follow-ups, as well as training, informing and generating awareness among employees.

3.2. Measurement and follow-up

The supplier shall follow up and measure its environmental impact. The supplier shall require its subcontractors to actively measure and follow up their environmental impact.

Emissions are to be reported as carbon dioxide equivalents and any requirements regarding limits and targets shall, if Brafab deems it relevant, be unique and specified in the appropriate agreement.

Suppliers are encouraged and should endeavour to evaluate the environmental impact of their business operations from a lifecycle perspective.

3.3 Precautionary principle and substitution principle

The supplier shall apply the precautionary principle by refraining from the use of substances, materials, or processes about which there is uncertainty regarding negative environmental impact.

The supplier undertakes to ensure that heavy metals and chemicals used in consumables, production, or in the end product are inventoried and limited or replaced according to the substitution principle.

The substitution principle entails replacing environmentally hazardous products and substances as well as hazardous chemicals with less hazardous products or methods when possible, without impacting function or quality.

3.4. Waste management and transport

The supplier undertakes to ensure proper handling and recycling of waste in an environmentally friendly and traceable manner.

The supplier shall reduce the environmental impact of transports when possible, including but not limited to prioritisation of fuel-efficient and low-emissions vehicles for means of transport and logistics.

4. Work environment and safety

4.1 Work environment

The supplier undertakes to fulfil all applicable laws pertaining to occupational health and safety for their employees. Since the employee is in a place where the supplier has direct or indirect control, the starting point is that the supplier takes responsibility for the employee being free from risks that may pose a danger to the employee's physical or mental health.

4.2. Accidents, health and safety

The supplier shall:

- Minimise the risks of accidents, injuries and exposure to health risks at the workplace.
- Identify danger and unsafe behaviour, and deliver necessary improvements via an effective health and safety management system.
- Ensure that employees have the necessary skills, knowledge and resources to maintain a safe and healthy work environment, which enables them to call attention to safety problems.
- Provide their employees with information on the effects of potentially hazardous substances and measures to be taken to protect employee health and safety with use.
- Provide necessary personal protective equipment and ensure employees are trained in how to use them.
- Investigate work-related accidents, have a register of incidents, state the cause, and implement measures to prevent similar accidents.
- Provide measures for handling emergencies and accidents, including first aid arrangements.
- Make sure there is a fire prevention plan, including all first aid equipment.
- Provide the necessary accident insurance for employees in accordance with local rules and regulations.

5. Business ethics

5.1. Anticorruption and bribery

Brafab has a zero-tolerance policy regarding giving and taking bribes, unreasonable entertainment and other unlawful influence. Brafab expects suppliers to actively support sustainable business practices and to have high standards for compliance by the company and its employees.

The supplier shall neither give nor receive gifts or other benefits as part of a business deal. The supplier may not engage in activities that influence behaviour or that may create a sense of obligation or gratitude, or could risk influencing the recipient's decisions or methods for completing their work tasks.

The supplier undertakes to comply with applicable legislation concerning the payment of taxes and financial crime, such as money laundering, fraud, extortion and the financing of terrorism. The supplier shall actively work to prevent such crimes from occurring in their business or supply chain and shall enable employees to report suspected financial crime.

5.2 Fair competition

The supplier shall compete fairly and in accordance with all applicable competition and antitrust laws and regulations.

5.3. Conflict of interest

The supplier is expected to avoid situations that conflict with or could be perceived as conflicting with business interests. The supplier shall not use its position or information obtained from Brafab to gain an unfair or personal advantage.

5.4. Protection of rights and information

The supplier shall respect Brafab's intellectual property rights and protect Brafab's information. The supplier may only use or pass on information and data that are necessary for the assignment for Brafab in accordance with the contract and law.

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