

CODE OF CONDUCT

FOR DAFA EMPLOYEES AND SUPPLIERS

DAFA wants to appear as a responsible and credible partner focusing on ethical, social and environmental matters.

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 the 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 all of them to show integrity and responsibility everywhere they go and to be loyal to DAFA's interests.

On starting point for this Code of Conduct includes based on the UN Global Compact, which describes 10 principles for human rights, labor rights, environment and anti-corruption and as DAFA has committed to complying with this rule.

Suppliers

Suppliers are chosen under professional and fair circumstances.

Suppliers who enter into an agreement with DAFA are obligated to implement and follow up whether this Code of Conduct is complied with throughout the supplier's organisation.

To consolidate this, DAFA continuously evaluates suppliers regarding matters of quality, human rights and the environment, in extension of the requirements described in this Code of Conduct.

Business principles

All DAFA's suppliers are covered by this Code of Conduct and 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 may affect their employment relationship. Everyone who is covered by this Code of Conduct is expected to show discretion and confidentiality when handling compromising material, internally and externally, also when it comes to information about the company's employees.

Everyone is equally expected not to take advantage of business opportunities, material or supplies which belong to DAFA with the intention of doing independent business activities or on behalf of others'

Work environment

Everyone who is covered by this Code of Conduct should ensure that the working environment is healthy and inspiring and that employees thrive.

Everyone attach importance to safety and all employees are committed to take responsibility, cooperate about improvements and prevent injuries.

Everyone priorities to motivate employees by creating an attractive environment which priorities personal and professional development.

Employees

Discrimination and assault based on gender, nationality, race, religion, disability, age or sexuality in connection to recruitment, education, promotion and redundancy or business activities is not accepted.

Human rights

Everyone who is covered by this Code of Conduct considers and respects internationally recognized conventions on human rights.

Everyone dissociates oneself from all kinds of forced labour and child labour and respects and complies with applicable national laws and industry standards on working hours.

Everyone respects employees' rights to join labour unions of their own choice. All wages and salaries comply with applicable national laws and industry standards.

DAFA does not tolerate child labor and a supplier working together with DATA must ensure that the supplier does not use child labor that is younger than the minimum minimum age according to national law.

Climate and environment

Everyone who is covered by this Code of Conduct must as a minimum meet applicable national environmental requirement, and no production methods must be considered damaging to the environment.

We want to encourage our suppliers and partners to limit a negative impact on the environment and constantly increase the utilisation of energy.

Relations to the society

Everyone who is covered by this Code of Conduct must take responsibility for and priorities to maintain good and respectful relations to local communities.

Responsibility for implementation

In DAFA, the Group Management approves the strategic responsibility initiatives and makes sure to further develop the initiatives in those parts of the organisation which are to implement the actual projects. To support this implementation, all relevant policies and documents are available to the relevant employees.

Date / Supplier

Date / DAFA – Brabrand 26-11-2018

A blue ink signature of Steen Bøtker, written over a horizontal line.

Steen Bøtker
CEO