

## Guidelines for Dana Lim suppliers

At Dana Lim we believe in sustainability in all aspects and hence we live up to all recognized standards on human rights, protection of labour force and not least environmental protection. We have the same requirements to our suppliers.

Specifically we require adherence to the following standards:

### Labour force:

- The supplier shall not engage in, or benefit from, the use of child labour (as defined by ILO).
- The supplier must not participate in, or benefit from, any form of forced labour, included bonded labour, forced prison labour, slavery or human trafficking. Workers must have the freedom of movement during the course of their employment.
- The supplier shall provide its employees with the protective equipment and training necessary to perform their tasks safely.
- The supplier shall comply with legal minimum standards concerning wages and benefits.

### Non-discrimination in employment related decisions:

- The supplier shall not engage in or support any kind of discrimination on the basis of race, colour, sex, language, religion, political or other opinion, nationality, social origin, birth, union affiliation, sexual orientation, health status, age, disability or other distinguishing characteristics. Hiring, remuneration, benefits, training, advancements, termination, retirement or any other employment related decision shall be based on relevant and objective criteria.

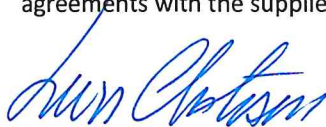
### Environmental protection:

- The supplier must, as a minimum, comply with all relevant host country legislation.
- We expect the supplier to support reduction of CO2 and to have measurements and reporting systems to document this.
- We expect the supplier to systematically improve their energy efficiency, minimize energy consumption and to have measurements and reporting systems to document reduction of CO2.
- We expect the supplier to systematically reduce consumption of raw materials and natural resources and to measure and report the share of waste which is reused and recycled.
- We expect the supplier to support Dana Lim's effort to supply sustainable products which comply with the requirements of relevant 3rd party ecolabel and certification systems in our markets. This implies that the supplier is willing to share data on substance content and origin additional to existing legislation level according to the criteria of these labelling systems.

### Governance:

- The supplier must not be involved in corruption in any way.
- The supplier must be aware of and comply to the Competition Law.

If the supplier does not adhere to above principles, this will constitute a material breach of any contract or agreement with Dana Lim, and Dana Lim may, at its sole discretion and without any compensation to the supplier, immediately terminate all existing agreements with the supplier, and cancel any existing orders.



Lars Christensen  
CEO Dana Lim A/S  
January 2023

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Supplier: Company, date and signature