

Supplier agreement – Code of Conduct



Buyer:

TVS Design A/S
Jyllandsvej 4-6
DK-5400 Bogense
VAT No. 32302971

Supplier:

Dok. 2019-v4

XXXX

The supplier and the supplier's and manufacturer's external supplier(s):

- Shall comply with the UN Universal Declaration of Human Rights. Suppliers guarantee their employees a decent standard of living. Regarding relations with their own staff, suppliers and subcontractors comply with the legal rules and regulations applicable in the countries where they operate as well as the norms set out by the International Labour Organization concerning workers' rights, especially in the area of social security, working hours and conditions, compensation and when it comes to exercising freedom of association.
- We do not allow discrimination based on gender, race or political affiliation.
- We do not allow child labour which is in contravention of the international regulations against child labour, cf. the ILO convention concerning Minimum Age for Admission to Employment, no. C138 of 26 June 1973. Child labour refers to any work performed by children under the age of 12, non-light work done by children aged 12-14 and hazardous work done by children aged 15-17. Suppliers should also ensure that working hours for those of school age are not exceeding the maximum hours on a school day. In cases where child labour is found, programs should be in place to support the child into education.
- We do not allow maltreatment of animals.
- Suppliers carry on their activities in strict compliance with applicable domestic and international legal standards.

Health and safety:

- Regarding relations with their own staff, suppliers and subcontractors comply with the legal rules and regulations applicable in the countries where they operate as well as the norms set out by the International Labour Organization concerning workers' rights, especially in the area of social security, working hours and conditions, compensation and when it comes to exercising freedom of association.

Environment:

- We expect our suppliers to demonstrate a clear understanding of the environmental risks, impacts and responsibilities associated with the products and services they provide.
- Suppliers should make practical efforts to minimize the use of energy, water and raw materials. Where possible, these should be renewable or sustainably sourced.
- Emissions to air that are likely to cause pollution or contribute to climate change should be monitored, controlled and minimized where possible.
- Suppliers shall make practical efforts to eliminate or reduce levels of generated waste and should reuse and recycle waste materials wherever possible. The handling, storage, movement, treatment and disposal of all waste must be carried out in accordance with applicable regulations and in an environmentally responsible manner.

Ethics:

The highest standard of integrity is expected in all of our business dealings. Any and all forms of corruption, extortion, bribery (including facilitation payments), and embezzlement are strictly prohibited and may result in immediate termination and legal action.

Monitoring:

We may conduct annual compliance surveys to confirm compliance with this Supplier Code of Conduct. However, we expect that suppliers will actively audit and monitor their day-to-day management processes with respect to this Code of Conduct and provide evidence to us upon request.

Date:

Date:

Supplier

TVS Design A/S

Name:

Name: Henrik Larsen

Position:

Position: CEO