

Supplier Code of Conduct & Compliance Agreement

Date: 31/01/2023
Version 1

Between

Anonymous Copenhagen (hereinafter referred to as "The Brand")

And

"Supplier name" (hereinafter referred to as "The Supplier")

Purpose

The purpose of this agreement is to set out the standards and expectations that The Brand has of The Supplier in terms of ethical and responsible business practices, and to ensure that the products provided by The Supplier meet The Brand's high standards for quality, sustainability, and social and environmental responsibility.

Scope

This agreement applies to all products supplied by The Supplier to The Brand and all aspects of The Supplier's business operations that may impact the products supplied to The Brand.

Standards

The Supplier agrees to adhere to the following standards and expectations:

Compliance with Laws and Regulations The Supplier represents and warrants that it is in compliance with all relevant laws and regulations, including those related to social and environmental performance and the REACH regulations in the European Union. The Supplier agrees to maintain its compliance with these laws and regulations at all times during the term of this agreement.

Do you comply: [YES / NO]

Labour Practices The Supplier must comply with all applicable laws regarding working hours, minimum wage, and safe working conditions. The Supplier must also provide equal employment opportunities and not engage in any form of forced labour or child labour.

Do you comply: [YES / NO]

Environmental Protection The Supplier must comply with all applicable environmental regulations and must take steps to minimise the environmental impact of their operations, such as reducing energy consumption and meet standards related to solid waste production and minimise waste generation. The brand requires our supplier to disclose specific chemicals of

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concern used in the production of their products. This information is necessary for us to assess the potential impact of these chemicals on the environment and human health, and to ensure our commitment to sustainability and responsible sourcing.

Do you comply: [YES / NO]

Health and Safety The Supplier shall prioritise the health and safety of its employees and ensure that its workplace is safe and free from hazardous materials and practices.

Do you comply: [YES / NO]

Good Governance The Supplier commits to upholding high standards of governance, including policies related to ethics and corruption. The Supplier agrees to implement and enforce policies that prevent unethical behaviour and corruption, and will promptly report any suspected violations to the appropriate authorities.

Do you comply: [YES / NO]

Positive Practices The Supplier agrees to engage in positive practices beyond what is required by regulations, including environmentally-friendly manufacturing processes and excellent labour practices. The Supplier agrees to continuously improve these practices and to implement new positive practices as they become available.

Do you comply: [YES / NO]

Ethical Sourcing The Supplier must source raw materials in an ethical and sustainable manner, avoiding the use of materials that are known to be harmful to the environment or human health.

Do you comply: [YES / NO]

Transparency and Accountability The Supplier must be transparent and accountable in their operations, including the reporting of any environmental incidents or violations of applicable laws or regulations.

Do you comply: [YES / NO]

Community Engagement The Supplier must engage with local communities in a positive and responsible manner, avoiding any actions that may harm the community or the environment.

Do you comply: [YES / NO]

Diversity and Inclusion The Supplier must promote diversity and inclusion in their workplace and must not discriminate on the basis of race, gender, religion, or any other protected status.

Do you comply: [YES / NO]

Audits

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The Brand may conduct routine audits or reviews of The Supplier at least every two years to ensure compliance with the standards and expectations outlined in this agreement. The results of these assessments will be shared with The Supplier, and any necessary steps to improve performance will be identified and discussed.

Confidentiality

The Supplier shall keep confidential all information relating to The Brand's business, products, and practices, except as required by law or as necessary to perform its obligations under this agreement.

Termination

The Brand may terminate this agreement immediately if The Supplier breaches any of its obligations under this agreement or fails to comply with the standards and expectations outlined in this agreement.

Governing Law

This agreement shall be governed by and construed in accordance with the laws of the jurisdiction in which The Brand is headquartered.

Entire Agreement

This agreement constitutes the entire agreement between the parties and supersedes all prior agreements, negotiations, representations, and proposals, whether written or oral, relating to the subject matter of this agreement.

Signed by

Representative
Anonymous Copenhagen

Representative
"Supplier name"

anonymous

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