



**bodah!**

**LIVING CULTURE**

**SUPPLIER**

**CODE OF CONDUCT**



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## INTRODUCTION

Bodahl Møbler is a Danish company focusing on quality, good craftsmanship and a rustic look. The company has designed and developed its own furniture range based on aesthetic designs and a blend of wood and metal.

This Supplier Code of Conduct outlines the essential standards that our suppliers and sub-suppliers of goods and services must uphold when engaging in business with Bodahl Møbler.

## COLLABORATION WITH SUPPLIERS

Through partnerships with suppliers who share our values, we combine our expertise to promote a sustainable progress. Together, we aim to foster social, environmental, and economic advancements throughout the value chain via open dialogue and strengthened collaboration. It is imperative that our suppliers adhere to both national and international laws, as well as global conventions such as the International Bill of Human Rights, the Rio Declaration on Environment and Development, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

Additionally, we encourage suppliers to embrace the principles of the UN Global Compact, thereby affirming their commitment to corporate responsibility.

We understand the substantial resources required for such engagement and welcome discussions with each supplier on how to ensure compliance with the standards outlined in this Code of Conduct, reinforcing our dedication to a better, more sustainable future with every interaction.

## HUMAN RIGHTS

Suppliers to Bodahl Møbler must uphold and respect international human rights, whether they are civil, political, economic, social or cultural rights. Any direct or indirect violation upon human rights must end immediately, with suppliers obligated to identify and correct any violations resulting from their operations. Furthermore, suppliers must respect the privacy and personal data of their employees, customers, and partners, refraining from discrimination based on gender, ethnicity, religion, political beliefs, age, disability, sexual orientation, union membership or any other legally recognized status.

## LABOR PRACTICES

Bodahl Møbblers suppliers must recognize and uphold employees' rights to freedom of association and collective bargaining. In regions where independent trade unions are restricted, suppliers should facilitate alternative opportunities for employee dialogue and negotiation with management representatives. Forced labor or involuntary work in any form is strictly prohibited, with all employees entitled to freedom of movement and retention of personal documents.

Child labor is clearly forbidden, with a minimum employment age of 15 years (unless national legislation permits otherwise), and restrictions on hazardous or nighttime work for young employees under 18 years of age. Employment decisions must be based on relevant and

professional criteria, without any discrimination based on gender, ethnicity, religion, political beliefs, age, disability, sexual orientation, union membership, or any other legally protected status.

## WORKING CONDITIONS

Bodahl Møblers suppliers are required to provide a safe and healthy working environment for their employees, complete with appropriate health and safety policies, procedures, and equipment.

Overtime work should be limited and in compliance with national regulations, with provisions for reasonable breaks, rest periods, and voluntary overtime. Any form of coercion, punishment or harassment is strictly prohibited. Suppliers are expected to provide fair wages consistent with minimum rates or industry standards on salaries and staff benefits.

## ENVIRONMENT AND CLIMATE

Bodahl Møblers suppliers must adhere to relevant environmental laws and regulations, actively working to prevent, minimize and mitigate harmful environmental impacts resulting from their operations. This entails a commitment to minimize energy consumption and greenhouse gases to prioritize environmental sustainability, including the reduction of natural resource consumption, the substitution of harmful substances with less hazardous alternatives, and the utilization of recycled materials. Collaboration with Bodahl Møbler regarding product ingredient documentation is essential for the development of increasingly less environmentally harmful products.

## ANIMAL WELFARE

Suppliers with animal-based products must ensure proper treatment and care of the animals, including access to food and water and humane treatment in case of illness.

## ANTI-CORRUPTION

Suppliers must refrain from engaging in any form of corruption, bribery, extortion, or facilitation payments to improperly influence stakeholders. This prohibition extends to the supplier's agents, intermediaries, and advisors.

## CONSEQUENCES OF NON-COMPLIANCE

Bodahl Møbler reserves the right to conduct audits to verify supplier compliance with the Code of Conduct and their implementation of due diligence processes. Failure to meet these standards and if no solutions can be agreed upon and implemented within a reasonable amount of time, can result in actions such as production halts, contract cancellations or termination of the business relationship.

## SIGNATURE

By signing as a supplier to Bodahl Møbler, I affirm my understanding and commitment to adhere to Bodahl Møbblers Supplier Code of Conduct, both now and in the future, ensuring alignment with the stipulated requirements.

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*Place and date*

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*Signature*

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*Company name*