

bofrost*

Ethic Code (relationship with suppliers)

bofrost* Human Rights Standard for Supply Chain Social and Ethical Responsibility

This Code of Conduct is based on the core labor standards of the International Labour Organization (ILO) and prescribes the minimum requirements for all bofrost* production partners. The current version of this Code is a fundamental and integral part of any cooperation agreement with bofrost*.

Preamble

In the interests of a fair partnership cooperation, both parties agree to adhere the conditions of human rights standards and ethical precepts throughout the supply chain as well as to respect and comply with the statutes of the relevant national legal systems. This obligation is originated from the core labor standards of the ILO, which have to be respected as the minimum requirements for cooperation.

ILO Conventions No. 29 + 109:

Forced Labor

Forced labor shall not be tolerated. bofrost* and its partners do not accept products resulting from forced or compulsory labor. All work and services must be executed voluntarily. This also applies to work accomplished by imprisoned persons.

ILO Conventions No. 87 + 98:

Freedom of Association – Collective Bargaining

Every worker reserves the right to form an employee representative body or join such a body (union). Opportunities to reach collective bargaining agreements between employers or employer organizations and employee organizations should be encouraged. Employee representatives must not be subjected to discrimination.

ILO Conventions No. 100 + 111:

Discrimination

Workers must not be subjected to discrimination on the basis of their race, ethnic or social background, religious or political beliefs. This also applies to the principle of equal remuneration for equal labor for both men and women.

ILO Conventions No. 138 + 182:

Child Labor

Child labor is prohibited. The minimum age for employees and workers is based on local legal statutes. The minimum age must be above 15 years. Exceptions may only be authorized for education and training purposes. In this case, any negative impact on health, development, or school attendance must be avoided at all times.

ILO Convention No. 131:

Adequate Wages

Wages must be paid sufficiently to cover the basic needs of employees and their dependents with consideration of local peculiarities. Furthermore, a portion of employee income must remain available after living costs have been covered.

ILO Convention No. 155:

Occupational Safety and Health

Occupational safety and health are to be maintained in accordance with the domestic conditions and customs of the country where bofrost* goods are produced. Employees shall be guaranteed appropriate protection. Safety and accident-prevention measures are to be encouraged. The risk of accidents and occupational diseases is to be reduced to a minimum. Compliance with the above mentioned criteria has to be verified for each production location by an internationally recognized certification body. Valid certification must be guaranteed prior as well as during the whole contract period. bofrost* reserves the right to carry out unannounced audits at any time or to enforce such audits through internally established certification bodies.

bofrost* also reserves the right to terminate the partnership at infringement of the bofrost* Code of Conduct.