

Wernerfelt A/S: Code of conduct

Introduction

Wernerfelt A/S is a company producing high quality fabrics for work wear and personal protection. Our production facilities are based in Asia and we are very aware that our business has an impact on society and the environment throughout the life cycle of our products. It is during the production of raw fibres and the processes in spinning, weaving, dyeing, and transport that most of the related environmental, ethical and social issues occur and need to be addressed.

We strive to conduct our business responsibly and take the necessary actions to continuously promote and improve the environmental and social conditions concerning our operations locally and abroad.

We choose business partners who follow a similar philosophy regarding responsible and sustainable practices.

Wernerfelt's code of conduct covers Environment, Human Rights, Labour Standards and Anti-Corruption and is based on the UN Global Compact ten principles shown below:

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

We demand that all suppliers and sub-suppliers meet their country's legal requirements and show conformity to the requirements covered below.

Requirements for Suppliers

1. Human Rights and Anti-Corruption

The business should work against corruption in all its forms, including extortion and bribery.

The business should support and respect the protection of human rights, and should make sure that it is not complicit in human rights abuses.

We expect that suppliers uphold the human rights as described in the Universal Declaration of Human Rights. As well as the core labour standards which includes

1. Conventions No. 138 (Prohibition of child labour)
2. Convention No. 111 (Discrimination, employment and occupation)
3. Convention No.87 (Freedom of association and protection of the right to organise) and convention No. 98 (Right to organise collective bargaining)
4. Convention No. 29 (Forced labour) & No.105 (Abolition of forced labour)
5. Convention No. 100 (Equal remuneration)

Bribery and corruption in any form is strictly prohibited

2. Working Conditions:

Child Labour

Definition: *Child labour is work that is unacceptable, because the children involved are too young and should be in school, or because the work they do is unsuitable and can harm them seriously.*

Child labour is not tolerated under this definition.

Children who are younger than the age of compulsory school completion, or under the age permitted by either local legislation or by the labour standards of the International Labour Organisation should not be employed unless it is an employment under the terms described as Responsible Child Labour below.

Responsible Child Labour

Definition: *Responsible child labour refers to children under the age of 15 who perform light work on a part-time basis outside school hours with the consent of parents or guardians and with compliance to National applicable law .*

Forced Labour

Forced labour in any form such as debt bondage, trafficking and other forms of modern slavery is not allowed.

Disciplinary sanctions that result in trapping employees economically, physically or in any other form must not be used as penalties.

Health and Safety

All employees should be ensured a safe and healthy working environment based on the country's rules and legislation. The business should therefore as a minimum ensure that:

- Safety and health procedures are in place according to the country's laws, and the facility should be equipped properly to handle any adverse health and safety situations that may arise.

- The employees are informed and trained on the safety and health procedures and in the use of associated equipment.
- Safety and health equipment should be installed and maintained properly and be functional at all times.
- Proper light, ventilation and exits should be available and easily accessible.
- All hazardous substances should be clearly marked, stored, used and disposed of according to the manufacturer's instructions and by trained personnel.

Working Hours

The country's rules and regulations covering full-time and overtime work should be adhered to.

3. Equality, Discrimination and Freedom of Association

Employees should not be discriminated against because of race, religion, national origin, age, sexual orientation or gender, and they should be treated in accordance to skills and qualifications regarding work issues.

Employees should be allowed to form and join associations that promote their interests at work, and the business should recognise such associations and their right to collective representation. Employees should also be able to refrain from joining such associations.

Cultural differences are taken into account and respected.

The business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

We expect our suppliers to adopt non-discriminating practices and ensure equal treatment in employment/recruitment, employee benefits, promotion, compensation, access to courses/training, dismissal and retirement irrespective of race, colour, age, gender disability, religion/belief, origin/nationality, Trade union membership, language or any other status recognised by international law.

Compensation

We expect that all our suppliers pay their employees a fair and equal compensation, in accordance with National laws and regulations, including overtime hours and all legally mandated benefits.

4. Environment

The business should be aware of and as a minimum, uphold the country's current environmental legislation.

In some cases, the country's environmental legislation is very weak and the business should make every effort to reduce waste, energy use, emissions to water, air and soil in the various processes throughout the life cycle of the product as well as avoid the use of banned substances.

Wernerfelt promotes the use of "Eco-friendly" products and requires that suppliers are continuously in constant dialogue with their suppliers of chemicals and other substances (Detergents etc.) in order to find and substitute their conventional products with more Eco-friendly products

Wernerfelt's Environmental Requirements Guide includes restrictions of chemical use and a list of banned chemicals and substances that the suppliers and sub-suppliers must not use. The guide also includes guidelines for reducing emissions to air, water and soil in the various production processes.

Businesses holding a licence of the European Ecolabel, or any other equivalent ISO Type 1 certification label, do not need to document the environmental criteria.

5. General Requirements

The supplier is required to cooperate fully with Wernerfelt A/S in ensuring that the above requirements are adhered to and substantiated as required.

The supplier agrees to ensure that sub-suppliers engaged in the production of Wernerfelt's products are informed of Wernerfelt's Code of Conduct, and comply with the requirements.

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