



Code of Conduct

DanBred acknowledges that a sustainable business must be built around ensuring the fundamental rights of human beings. Our Code of Conduct is essential to the way we operate and we require that all employees, suppliers, contractors, and subcontractors comply with the standards and provisions emphasised below.

Failure to comply with the principles set forth in our CoC will result in corrective measures and may lead to contractor disqualification. Fundamental to adopting our Code is the understanding that a business, in all of its activities, must operate in full compliance with the laws, rules and regulations of the countries in which it operates – including, but not restricted to, labour and environmental issues.

LABOUR AND HUMAN RIGHTS

DanBred, including our suppliers, contractors and subcontractors, shall recognize and be committed to upholding the human rights of workers and treat them with dignity and respect as understood by the international community.

1. CHILD LABOUR

Child labour shall not be engaged or supported as stated in the UN Convention on the Rights of a child and by the International Labour Organisation (ILO). No children below the age of 15 can be employed. Children between 13 and 15 of age may perform a few hours of light work (simple, limited tasks under adequate adult supervision) or may work as part of an educational programme or during school holidays. The employment must not affect attendance to primary education or imply a risk to health or physical/psychological development.

No young workers under the age of 18 must perform hazardous work, work during night shifts or other worst forms of child labour as defined in ILO Convention No. 182. When local laws state additional regulations for child labour the laws must be met.

2. FREELY CHOSEN EMPLOYMENT

Forced, bonded or indentured labour, or involuntary prison labour, are not to be used. All work will be voluntary. Workers shall not be required to hand over government-issued identification, passports or work permits as a condition of employment.

3. HEALTH AND SAFETY

DanBred, our suppliers, contractors and subcontractors are to provide a safe and healthy workplace environment. Effective steps shall be taken to prevent potential accidents and injury to workers' health arising from, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the workplace environment, and bearing in mind the prevailing knowledge of the industry and of any specific hazards.



4. FREEDOM OF ASSOCIATION

DanBred, our suppliers, contractors and subcontractors are to respect the rights of workers to associate freely and to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment. Workers' rights to join labour unions, seek representation and/or join worker's councils in accordance with local laws should be acknowledged.

5. DISCRIMINATION

There is to be no discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status in hiring and employment practices such as promotions, rewards and access to training. In addition, workers or potential workers should not be subjected to medical/pregnancy tests that could be used in a discriminatory way. Workers with disabilities will be provided reasonable job accommodations as needed to perform their job function.

6. HARSH OR INHUMANE TREATMENT

There is to be no harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers. Nor is there to be the threat of any such treatment.

7. WORKING HOURS

Workweeks are not to exceed the maximum set by local law. Anyhow, no employee should be forced to work more than 48 hours a week, including overtime – except in emergency or unusual situations. In industries with seasonal volatilities, it might be acceptable to deviate in peak periods.

8. MINIMUM WAGES

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Any disciplinary wage deductions are to conform to local law. The basis on which workers are being paid is to be clearly conveyed to them in a timely manner.

Date/place: _____ Signature: _____

The DanBred Code of Conduct is based on the SA 8000 standard from Social Accountability International (SAI), which is founded on standards created by the International Labor Organization (ILO) and the United Nations (UN). DanBred is committed to ensure high standards of social responsibility. Part of our role as a multinational company sourcing raw materials in the global market is to ensure our suppliers as well as ourselves meet the standards outlined in our DanBred Code of Conduct.