

HUMAN RIGHTS POLICY / CODE OF CONDUCT



OUR COMMITMENT

At Dansk Wilton we are committed to respecting and upholding the fundamental principles of human rights as guided by the *United Nations Guiding Principles on Business and Human Rights*, the *eight Fundamental Conventions of International Labour Organization* as well as the *International Bill of Human Rights*.

Dansk Wilton signed up to support the UN Guiding Principles in the UN Global Compact Network Denmark.

We recognise our responsibility to respect and protect the human rights as an integral part of our corporate responsibility and of all individuals who are affected by our business operations and to contribute positively to the communities in which we operate.

If we become aware of violations of international guidelines and this Human Rights Policy, we will seek to exert our influence and support improvements in cooperation with our existing suppliers. We will focus on suppliers' ability and willingness to demonstrate continuous improvements and we feel confident that cooperation and dialogue will result in a more efficient partnership, which both parties will benefit from. However, if we cannot achieve the required improvements, we may find ourselves forced to seek alternative partners, regardless of their importance in our value chain.

We encourage people who are directly or indirectly affected by our activities to contact us if they have knowledge or made observations of a critical nature. We will treat all reports seriously and investigate the matter further. If you wish to make an anonymous notice, you can do so through our Whistleblower scheme, which can be found on our website.

This Human Rights Policy outlines our commitment to promoting and safeguarding human rights throughout our activities and across our supply chain. We are committed to working in partnership with stakeholders to create a world where human rights are universally upheld, and we will strive to be a responsible and ethical corporate citizen in all our business activities.

Herning, September 2023



Lars Martens Clausen
Chairman



Søren Sonne
CEO

RESPONSIBILITY

Human Rights Due Diligence and Supply Chain Responsibility

We commit to conducting comprehensive human rights due diligence to identify, prevent, and mitigate any adverse human rights impacts that may result from our business activities. This includes assessing the potential risks and impacts on human rights at all stages of our operations.

This is an ongoing task and build on a continuous dialogue and close collaboration with our suppliers with the aim to create positive impact. We hold ourselves accountable for the human rights impacts within our supply chain. We expect our suppliers and business partners to adhere to the same high standards of respect for human rights and to conduct their operations in accordance with the international standards mentioned on page 2.

RESPECT FOR HUMAN RIGHTS AND LABOUR RIGHTS

Forced labour

We strictly adhere to all applicable national and international laws and regulations pertaining to forced labour and are committed to eliminating forced labour in all its forms as well as activities known to lead to forced labour. Forced labour is a violation of fundamental rights. We recognise that it exists in various industries and regions, and we firmly stand against it. This policy emphasises our dedication to preventing forced labour across our operations and supply chain.

Child labour

We strictly adhere to all applicable national and international laws and regulations pertaining to child labour and believe in the fundamental rights and well-being of every child. We recognise the moral essential to ensure that no child's future is compromised by exploitative labour practices - this also applies to adequate protections for workers above the legal working age and below age 18. Our commitment to eliminating child labour from our supply chain and beyond is resolute. For suppliers in and materials from de facto high-risk countries and industries, we expect and require documentation that no companies linked to our value chain make use of, or are associated with, forced or child labour. If we become aware that forced or child labour is being used anywhere in our value chain, we will immediately stop any cooperation with the company in question.

Discrimination and equal opportunity

We will not discriminate against any individual based on gender, race, colour, religion, age, disability, sexual orientation, national or social origin, political opinion, social status, or any other characteristic protected by applicable laws and regulations. We see diversity among employees and in society as a strength.

Harassment and abuse

We do not tolerate harassment and abuse of any kind, or threats of the same, including both physical and psychological violence.

Excessive working hours

We follow labour laws and regulations, imposing reasonable working hours and allocated breaks. We are committed to fostering a healthy and sustainable work environment for all.

Freedom of association and collective bargaining

We are committed to the principles of freedom of association and collective bargaining. We believe that every employee has the right to join or form trade unions without fear of discrimination or retaliation. We actively engage in open and constructive dialogue with employee representatives to negotiate fair wages, working conditions, and benefits.

We recognise the importance of respecting these fundamental rights among our suppliers, partners, and stakeholders.

Safe and healthy work

Securing a safe and healthy workplace for our employees is at the core of our corporate values and hence at highest priority. Having our production in Denmark means that we have a high standard for working conditions, which are regulated by authorities that carry out regular inspections.

All our employees have access to clean water, proper sanitation, and hygiene facilities to safeguard their well-being. Our rigorous emergency preparation and response protocols are in place to protect our workforce and minimise risks. We prioritise strict procedures for handling hazardous materials, and our management systems address health and safety risks comprehensively. Furthermore, we invest in appropriate building construction, electrical, and fire safety measures, ensuring that our workplace is secure so our employees can thrive without compromising their safety.

Minimum wage and benefits

We are organised in the Federation of Danish Industry and secure wages above the legal minimum through collective bargaining. We provide social benefits and services, including health care insurance, to all our employees. We believe in fair compensation and prioritise compliance with all labour laws to secure the financial well-being of our workforce.

We expect our business partners to uphold the legal minimum wage standards and ensuring that all legally mandated benefits, including employer contributions for social security benefits and services.

Securing a living wage as defined in its local context

We encourage all businesses to provide a living wage to their employees, one that covers the essential necessities for life within the local context, ensuring that their employees can meet their basic needs (e.g., food, water, housing, health care, education, clothing, transportation, child care). This commitment reflects our values of fairness, social responsibility, and sustainable employment practices.

Fair and ethical business practices

We are unwavering in our commitment to promoting fair and ethical business practices. We strictly adhere to a zero-tolerance policy against corruption and bribery in all aspects of our operations.

We pledge to never consciously or unconsciously support conflict, recognising the devastating toll it takes on communities and nations. Our operations prioritise peace, fair labour practices, and responsible sourcing, ensuring that our supply chain is free from any association with exploitative practices.

We actively engage with our partners and suppliers to ensure they share our values, fostering a network of like-minded entities committed to integrity and transparency. Upholding these principles not only strengthens our corporate reputation but also contributes to a more just and sustainable global business environment.

The Fundamental Conventions of the International Labour Organization

The ILO Governing Body had initially identified eight “fundamental” Conventions, covering subjects that were considered to be fundamental principles and rights at work:

- Freedom of association
- Collective bargaining
- The elimination of all forms of forced or compulsory labour
- The effective abolition of child labour
- Equality of opportunity and treatment
- Tripartite consultation
- Labour administration
- Labour inspection

The full list of the Conventions: [International Labour Organization](#)

See report "[RULES OF THE GAME](#) – An introduction to the standards-related work of the International Labour Organization".

United Nations Global Compact – The Ten Principles

The Ten Principles of the United Nations Global Compact are derived from:

the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

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.

Find more information on the [United Nations Global Compact](#) website.

The international Bill of Human Rights

The International Bill of Human Rights was the name given to UN General Assembly Resolution 217 (III) and two international treaties established by the United Nations.

It consists of:

- the Universal Declaration of Human Rights (adopted in 1948),
- the International Covenant on Civil and Political Rights (ICCPR, 1966)
- the International Covenant on Economic, Social and Cultural Rights (ICESCR, 1966)

[International Bill of Human Rights](#)

Read more about the [history of the declaration](#) and the [foundation of international human rights law](#) on the United Nations website.



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