

# SUPPLIER CODE OF CONDUCT

# GENERAL STATEMENT



**Dastex Group GmbH**, formerly Dastex Reinraumzubehör GmbH & Co. KG, and its subsidiaries **Vita Verita AB** and **AET – Arbeidsmiljø og Energiteknikk AS** are specialists in products and services for the cleanroom industry.

At Dastex Group, we are committed to promoting sustainable development within our quality and environmentally certified business. As part of this commitment, we strive to ensure that the goods and services we procure are produced under sustainable and socially responsible conditions. Our goal is to align our operations and actions throughout the supply chain with climate change mitigation efforts, promote the efficient use of natural resources, reduce waste, and enhance energy efficiency in our operations. By upholding these principles, we aim to contribute to a more sustainable future for our organization and the beyond.

This Supplier Code of Conduct ("SCoC") applies to all providers of goods and/or services to Dastex Group ("Suppliers") and sales intermediates (e.g. dealers, distributors, wholesalers, agents and resellers).

The following provisions are minimum standards and represent binding rules that must be observed by all suppliers with regard to respecting human and labour rights, occupational health and safety, business integrity, protection of the environment, continuous improvement and supplier management.

We expect suppliers to comply with this Code of Conduct and that they do their utmost to live up to its requirements within their own organisations and in the supply chain. This should take place through dialogue, transparency and open cooperation between Dastex Group and suppliers – benefitting both parties.

This Code of Conduct does not prevent Dastex Group and its Suppliers from establishing more specific and stringent requirements either contractually or independently through their respective internal governance documents.

**Linda Vereycken**  
Managing Director / CEO

**Lars Engeler**  
Managing Director / CFO

# ESSENTIAL STANDARDS FOR SUPPLIER COMPLIANCE



## **Goods and services that are supplied to Dastex Group should be produced under conditions that are in accordance with:**

- The United Nations Universal Declaration of Human Rights (1948)
- The Eight Fundamental Conventions of the International Labour Organisation, no. 29, 87, 98, 100, 105, 111, 138 (146) and 182 (190)
- The United Nations Convention on the Rights of the Child, Article 32
- The labour protection and labour environment legislation in force in the country of production
- The labour law, including legislation on minimum wages, and the social welfare protection regulations in force in the country of production
- ILO Office Directive, International Ethics in the Office: Whistleblower protection", (IGDS N° 186)
- The environmental protection legislation that is in force in the country of production
- Applicable national, regional and international Chemical regulations
- The United Nations Convention against Corruption
- ISO 45001 for occupational and health & safety system
- GHG protocol for reporting on GHG emissions, ISO 14001 for the establishing environmental management system, ISO 14040/44 for conducting life cycle assessment of product, and ISO 14067 for conducting product carbon footprint, ISO 50001 for establishing energy management system
- Anti-bribery and corruption legislations national, regional and international
- EU Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT) package
- The United Nations Global Programme against Money Laundering, Proceeds of Crime, and the Financing of Terrorism (GPML)

# LABOUR AND EMPLOYMENT RIGHTS



## **Freedom of Association and Collective Bargaining**

Suppliers must respect the rights of workers to form and join trade unions, as well as engage in collective bargaining for better working conditions and fair treatment.

## **Child labour and young workers**

Suppliers must strictly prohibit the use of child labour and not employ a young worker under the age of 15 or under the age at which compulsory schooling ends according to the law of the place of the employment. Suppliers cannot employ persons under the age of 18 for hazardous work. Suppliers must strictly prohibit all form of child labour in their own supply chains.

## **Forced labour**

Suppliers must not engage in any form of forced labour, including bonded labour, slavery, or human trafficking, and must ensure that all workers are employed voluntarily and without coercion. Suppliers shall guarantee that all employment contracts are clear and transparent, containing thorough provisions that allow employees the right to terminate their employment voluntarily, with reasonable notice and without facing any penalties.

## **Non-discrimination and Fair treatment**

Suppliers must promote a workplace environment that is free from discrimination based on race, gender, religion, age, disability, or any other protected characteristic, and provide fair and equal treatment for all workers and not tolerate physical or verbal harassment. Suppliers shall support diversity and equal opportunities in employment.

## **Fair wages, benefits and payment**

Suppliers must ensure that workers receive fair wages and benefits that meet or exceed the legal minimum requirements in accordance with national legislation, providing a decent standard of living for themselves and their families. Wages shall be paid directly to the employee within the agreed upon timeframe and in full.

## **Working hours**

Suppliers must adhere to national legislation regarding working hours, ensuring that workers are not subjected to excessive overtime and are provided with adequate rest periods. Leave, including vacation, holidays, sick leave and parental leave shall be compensated in accordance with national legislation.

## **Sourcing minerals from conflict-affected areas**

Suppliers must refrain from sourcing minerals from conflict-affected regions or areas associated with human rights abuses, armed conflict, or environmental degradation, in compliance with international regulations.

# OCCUPATIONAL HEALTH AND SAFETY OF WORKERS



## **Worker protection**

Suppliers shall guarantee a working environment free from or protected from conditions which can constitute a hazard on physical and or psychological health for the employees and contractors. Emergency exits shall be clearly marked, illuminated and may not be blocked.

## **Hazardous materials**

Suppliers shall provide a proper safety information about hazardous substances, conduct regular risk assessments for hazardous materials and implement the appropriate measures aimed at preventing accidental spills and chemical releases.

## **Training and emergency management**

Suppliers must provide proper training for all employees on the potential health risks that the work can entail, including fire safety, hazardous operations and first aid. Evacuation exercises and the testing of fire alarms shall be conducted on a regular basis.

## **Environmental authorisations**

Suppliers are required to adhere to all applicable local, national, regional and international environmental laws and regulations relevant to their business operations. This includes obtaining and maintaining the necessary environmental permits, licenses and registrations. Suppliers must comply with the terms and conditions specified in these permits and registrations, ensuring that they are kept up to date and in good standing.

## **Chemicals regulations compliance**

Suppliers must ensure that their business complies with the applicable chemicals' regulations. In order to ensure compliance within the applicable markets, suppliers must provide Dastex Group information regarding their supplied products, particularly when distribution agreements are in place.

## **Ecological impact**

The supplier shall aim towards employing a life-cycle perspective concerning environmental impact from products and services and shall place environmental requirements on subcontractors. Supplier shall measure and report GHG emission at least scope 1&2 and set target to reduce their Carbon footprint. Suppliers shall evaluate and minimize the environmental impacts of its operations, products and supply chain.

## **Pollution and waste management**

Suppliers shall establish, implement and uphold a waste management program within the defined scope of the environmental management system to effectively

manage, measure, and control solid waste and wastewater before releasing them into the environment. The traceability of these discharges or disposal methods is guaranteed. Suppliers shall implement processes and measures to minimize and prevent all types of pollution resulting from their activities. Suppliers shall address and rectify any impacts they may cause. Suppliers shall prioritize waste management practices that focus on waste prevention, recycling, and the recovery of waste, as well as the utilization of recovered materials.

## **Biodiversity and ecosystem**

Suppliers shall establish, implement, and uphold an environmental policy that encompasses the protection of biodiversity, ecosystems, and natural habitats where the supplier operates. This includes aquatic bodies, forests, land, natural resources, flora, fauna, local communities, and the interconnectedness between them. The environmental management system should have a clearly defined scope to ensure comprehensive coverage of these aspects.

## **Energy and resource efficiency**

Suppliers shall establish, implement, and maintain processes and measures aimed at reducing energy, resources and water consumption. We expect our suppliers to establish an energy management system, such as one aligned with ISO 50001, and to promote the use of renewable energy sources. Additionally, suppliers should adopt practices that contribute to a circular economy, such as reusing products and materials (including packaging) and developing recyclable products using a cradle-to-cradle approach.

# BUSINESS ETHICS



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## **Gifts and gratuities Dastex Group employees**

Suppliers shall not provide gifts, gratuities, hospitality, or entertainment to Dastex Group employees other than of nominal value and in line with local custom and within the local tax-deductibility limits.

## **Anti-corruption and anti-bribery commitment**

Suppliers shall not directly or indirectly offer undue payment or other forms of compensation to any person or organisation with the aim of obtaining, maintaining or directing business operations or receive other undue advantages within the framework of its operations. The supplier shall not directly or indirectly request or accept any form of undue payment or other forms of compensation from a third party which can affect the objectivity of business decisions.

## **Conflict of interest**

Suppliers are required to disclose any conflicts of interest that could potentially impact their ability to perform tasks or provide services entrusted to them by Dastex Group.

## **Anti- money laundering**

Suppliers shall establish processes to prevent money laundering activities. They should actively work to combat the illicit funds used for financing of terrorism and promptly report any incidents, regardless of their materiality, to Dastex Group.

## **Data privacy and data protection**

Suppliers shall ensure the protection of confidential information and personal data in accordance with the utmost standards of personal data protection in all their processing activities related to their relationship with Dastex Group. This includes compliance with applicable national and international laws and regulations. Suppliers must ensure that this commitment extends to any third parties they may subcontract tasks or services to on behalf of Dastex Group. Suppliers must establish and implement appropriate technical and organizational security measures to prevent any accidental or unlawful destruction, alteration, unauthorized access to personal data.

## **Training regarding business ethics**

Suppliers shall provide adequate training to their employees on matters of data privacy, data protection, and general business ethics. It is essential for suppliers to ensure that their employees have the necessary knowledge and understanding to uphold these principles in their day-to-day activities.



# MANAGEMENT SYSTEM AND CONTINUOUS IMPROVEMENT



## **Product Quality and quality management**

Suppliers must ensure high quality products and services that meet the contractually requested quality and safety specification set by Dastex Group. Suppliers shall establish and maintain a Quality Management System (QMS) that is approved by a reputable third party and be able to provide documentation of quality certificates. Suppliers shall report in timely manner quality issues, and nonconformities that were supplied to Dastex Group in error. Obligation to Communicate Changes: Suppliers must promptly communicate any changes to their products, processes, or services to Dastex Group. For minor changes, suppliers should inform Dastex Group, while major changes require the approval of Dastex Group. It's important to note that the specific obligations regarding notification and approval may vary depending on the type of goods being supplied. By maintaining open and transparent communication with Dastex Group, suppliers can ensure alignment and collaboration throughout the change management process.

## **Integrity of suppliers own supply chain**

Suppliers are responsible for ensuring that their own suppliers and business partners also comply and adhere to all the principles outlined in this Code of Conduct.

## **Grievance Mechanism**

Suppliers should establish mechanisms that allow employees to report any violations of labour and employment rights without fear of retaliation, ensuring their protection and confidentiality.

## **Documentation and traceability**

Suppliers shall maintain the necessary documentation to demonstrate compliance with this Code of Conduct and relevant laws and regulations. Additionally, upon request, suppliers must grant Dastex Group access to requested documentation.

## **Continuous improvement**

Suppliers are expected to consistently improve the implementation of the principles outlined in this code of conduct, as well as the relevant regulations and standards. This can be achieved by establishing performance objectives, executing implementation plans, and promptly addressing any deficiencies identified through internal or external assessments, audits, inspections, and management reviews.

## **Compliance**

Transparency in the supply chain is required to guarantee compliance with the Code of Conduct. In order to assess compliance, Dastex Group may conduct reviews, request documentation, conduct on-site audits, review and approve action plans and monitor the implementation of these plans. Suppliers are encouraged to take relevant measures for the content of this Code of Conduct to be implemented in their own operations, as well as in their supply chain.



# UPDATES

This Code of Conduct will be updated when necessary.

# VIOLATIONS OF THE CODE OF CONDUCT

- In the event that suppliers violate the principles outlined in this Code of Conduct, Dastex Group has the right to request, in writing or in the specified form outlined in the contract, that suppliers take corrective actions within a reasonable grace period determined by Dastex Group
- If suppliers fail to take the necessary corrective actions within the grace period, or if, after considering all the circumstances of the specific case and balancing the interests of both parties, it becomes unreasonable for Dastex Group to maintain the contractual relationship until the agreed end or the expiration of a notice period, Dastex Group may terminate either individual or all contractual/business relations. This termination will be communicated to the supplier in writing, or in the form specified in the related contract, at no cost and with immediate effect

# SIGNATURE



This document must be signed by the authorized representative/s of the company.

We hereby agree to comply with the principles set out in the Code of Conduct for Suppliers.

Company name

Date

Function of the signatory/ies

Signature/s

If you have any questions or concerns regarding this Supplier Code of Conduct, please contact us:

Telephone: +49 7222 9696-60 | [info@dastex.com](mailto:info@dastex.com)