

Supplier Code of Conduct

HEM Denmark A/S is member of Dansk Træforening = Danish Timber Trade Federation, which is a trade organization for companies trading with wood and wood-based products.

The aim of Danish Timber Trade Federation is to provide a generic set of commitments to ensure that member companies are taking all possible steps to minimize their impact on the environment and source their timber and timber products responsibly.

As member we actively contribute to promote trade in wood from sustainable forests. We take responsibility for nature and the environment in Denmark as well as the countries of our suppliers. This is done by using our Chain of Custody certifications and procedures.

We are affiliated with the Code of Conduct of Danish Timber Trade Federation, and we follow their guidelines:

http://dktimber.dk/wp-content/uploads/Code_of_conduct_english_2021-1.pdf

With reference to the guidelines of Danish Timber Trade Federation, we have made a Code of Conduct for HEM Denmark A/S. We expect our suppliers to respect our Supplier Code of Conduct. These guidelines are communicated directly to our suppliers of wood and wood-based products.

Supplier Code of Conduct

1. Suppliers shall comply with all relevant Danish, EU and International legislation. Including EU Timber regulation EUTR and CITES.
2. Suppliers are obliged to comply with the competition act, regulating e.g. the market information that can be shared among competitors.
3. Suppliers shall at any time act honorable and show responsibility and care in the day-to-day running of their company.
4. Suppliers may not distort or mislead costumers or suppliers with respect to any condition or claim regarding a product or service.
5. We do not accept logging, processing, manufacturing, or sale of illegal wood. We refer to Danish Timber Trade Federations definition of illegal wood, as well as the instructions and tools

developed through exchange of experience with competent EUTR-authorities, other wood federations and other stakeholders.

6. Suppliers shall comply with fundamental workers' rights as described in ILO convention (International Labour Organization), for instance on child labor, minimum wages, dangerous working conditions and working hours – more info at:
<https://www.ilo.org/global/standards/introduction-to-international-labourstandards/conventions-and-recommendations/lang--en/index.htm>
7. Suppliers shall comply with basic human rights as described by UN (International Bill of Human Rights). We refer to: <https://www.ohchr.org/en/human-rights/universal-declaration/translations/english>