

vidaXL Supplier code of conduct

Code of conduct

Introduction

vidaXL's goal is to make daily life more affordable. We believe that this goal can be achieved through transparent and ethical behaviour. Our supply chain plays an important role in our path to success. We strive to maintain our relationships with our suppliers based on constructive dialogue and continuous improvement. As such, we have a very strict supplier selection procedure which is based not only on quality and competitiveness, but also on common values. This Supplier Code of Conduct contains our expectations pertaining to the key areas of our corporate social responsibility.

The principles set forth in this Code reflects the core values established at vidaXL. Our aim is to work together with suppliers and their subcontractors to develop and implement appropriate business processes that comply with this Supplier Code of Conduct.



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Labour and human rights

We support and respect human rights as internationally agreed-upon. Suppliers should uphold the human rights of their employees and treat them with respect and dignity. We expect our suppliers to comply with all applicable laws and regulations in the countries in which they operate. It is of great importance to us that our suppliers adhere to the following standards and principles.

No child labour

Do not use child labour. Suppliers should support and participate in efforts aimed at the elimination of such practices wherever they exist in the supply chain.

No forced labour or human trafficking

Do not use or benefit from forced labour or human trafficking in any instance. It is prohibited to force employees to work under threat of a penalty or punishment or to carry out any other forms of work against their will.

Fair and equal treatment

Do not discriminate based on race, colour, age, gender, sexual orientation, ethnicity or political views. Employment decisions should only be made based on skills, ability and the performance of the employees.



Labour and human rights

Working hours, benefits and wages

Suppliers must comply with national laws on working hours, breaks, rest days and leave. Also make sure that employees are provided with fair wages and benefits that meet the minimum legal standards according to applicable laws and regulations. Suppliers may not withhold wages as a disciplinary sanction.

Freedom of association and collective bargaining

Uphold the freedom of association and the right of collective bargaining in accordance with applicable laws and regulations. Suppliers will respect the right of their employees to join, form or assist in trade unions.



Safety and health

It is of the utmost importance for us to ensure a safe and healthy work environment for employees. Suppliers will create a work environment that is safe, clean and healthy. Suppliers will comply with all the relevant local and national health and safety regulations. This principle can be achieved by respecting the following requirements:

Worker protection

Do not expose employees to chemical, biological, physical hazards and/or physically demanding tasks and conditions. All necessary measures should be taken to prevent any work-related injuries, illness and accidents.

Employees will have the right to refuse and report unsafe or unhealthy working conditions.

Housing conditions and respect for privacy

Provide access to clean and sanitary facilities, water, appropriate dormitories and food.

Emergency preparedness

Provide information to employees on identifying risks in the workplace and other necessary safety information. Furthermore, emergency plans and response procedures should be implemented for such situations.



Environment

As we grow as a business, we take more responsibility for the environmental footprint our operations leave across our supply chains. We have ambitious sustainability goals and we stimulate our suppliers to do the same. We expect our suppliers to comply with all applicable environmental laws, regulations and standards. The suppliers are encouraged to implement initiatives to manage their environmental impacts of their business activities and to promote continuous improvement. This principle is supported by the following areas:

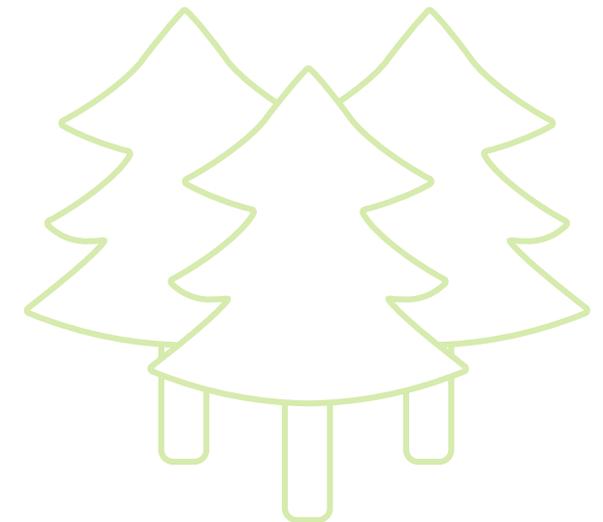
Energy

We seek to work with suppliers who use energy efficiently and take measures to reduce

energy consumption. We strongly encourage our suppliers to minimize the release of harmful emissions into the environment and transition to renewable energy sources.

Deforestation

We believe that businesses should acknowledge their responsibility and implement necessary measures to combat deforestation. Suppliers are encouraged to comply with European Timber Regulations and implement traceability systems that enable us to disclose confidential information about wood sources in order to trace back to the place of harvest.



Environment

Together with our suppliers we strive to prevent placing illegally harvested timber on the market and tackle the problem of illegal logging across the world.

Waste and emission

Suppliers are expected to demonstrate awareness of business activities that are important sources for greenhouse gas emissions and look for ways to reduce these emissions. Suppliers should monitor, track and document these emissions in order to identify environmental aspects for improvement. Furthermore, suppliers are encouraged to design packaging material in such a way that facilitates a circular economy approach. Moreover, suppliers should manage their

waste responsibly and implement steps to reduce, reuse or recycle waste as much as possible.

Transportation

Our suppliers shall develop procedures to reduce transport emission. Suppliers shall find ways to maximize transport efficiency through smart packaging and fill rate optimization. The suppliers will be encouraged to use more fuel-efficient vehicles and to reduce fuel use through driver's behaviour on the road.



Business ethics

To meet our corporate social responsibility, we expect our suppliers to act in an ethical manner and with the highest levels of integrity in all aspects of their business activities. Ethical requirements include the following aspects:

Business integrity

Suppliers will comply with all the applicable laws and regulations governing corruption, bribery and other prohibited activities. Do not engage in any form of corruption, extortion or embezzlement. No unlawful incentives shall be either offered to or accepted from business partners.

Fair competition

Business should be conducted in line with fair competition and in accordance with all applicable anti-trust laws.



Reporting of concerns or suspected violation

The principles included in this Code reflect the core values established within vidaXL. These principles set a minimum requirement that must be met by suppliers and their supporting subcontractors. We expect our suppliers to implement a process to manage reporting of non-compliance to applicable authorities.

Reporting

Provide employees with a mechanism to report any concerns or suspected unlawful business practices without threat of reprisal, intimidation or harassment. The confidentiality of these reports should be maintained fully. Reporters may choose to be anonymous. All reports should be investigated within a reasonable timeframe.

Non-compliance

In case of any concerns or suspected unlawful business practices, suppliers will take immediate action to correct the non-compliance within a reasonable timeframe. If suppliers either cannot demonstrate compliance or refuse to correct non-compliance, we reserve the right to terminate any agreements or arrangements.

