

BENT BRANDT

Godt Grej til gastronomi

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BENT BRANDT

Code of Conduct

Introduction

Recent years have witnessed a movement towards a greater diversity among those supplying services to BENT BRANDT – a diversity made even more necessary by the increasing variety of products that now comprise the BENT BRANDT product range. Suppliers are also located at greater distances from BENT BRANDT, so that the day-to-day contact is carried out in a different manner to only a few years ago.

It is of great importance to BENT BRANDT that the men and women who manufacture products, to BENT BRANDT at our suppliers factories, are treated fairly and respectfully.

This Code of Conduct is therefore provided as a principle ruling to ensure that suppliers manufacture products and / or services to BENT BRANDT in a manner that respects the rights of their employees. BENT BRANDT will work closely together with any supplier that cannot adhere to all the principles of this Code of Conduct. The purpose is to ensure that necessary steps are taken towards compliance of all principles of this Code of Conduct. If the supplier is not willing to cooperate about improving these principles, Bent Brandt will not continue doing business with that supplier.

BENT BRANDT also requires that its suppliers use this Code of Conduct as a basis for cooperation with any of their own suppliers (sub-suppliers).

Child Labour

BENT BRANDT will not conduct business with any supplier that exploits child labour. Child labour is defined as employing a person younger than 16 years in a full-time position, or, if older, the local legal minimum age for employment or the age for completing compulsory education in the country in question.

Coercion and Harassment

BENT BRANDT will not conduct business with suppliers that use corporal punishment, threats of violence or other forms of mental or physical coercion or abuse in their operations, or engage in or tolerate the sexual harassment of employees.

Compensation

Wages and Benefits – Suppliers shall pay employees at least the minimum wage required by existing local or national legislation in the country in question. Additionally, suppliers must provide all legally-mandated benefits.

The Environment

BENT BRANDT will only work with suppliers that comply with existing legislation and regulations regarding the protection of the environment.

Food Contact Materials (FCM)

All products supplied to BENT BRANDT must adhere to the latest EU regulations regarding Food Contact Materials and comply with Regulation EU 1935/2004.

Forced Labour

BENT BRANDT will not conduct business with any supplier that uses forced or involuntary labour, whether prison, bonded, indentured, or otherwise.

Freedom of Association

BENT BRANDT believes every employee has the right to choose to be a member of a trade union and to bargain collectively, consistent with applicable legislation, without fear of interference or restriction.

Health and Safety

All suppliers to BENT BRANDT must provide a safe and healthy working environment in compliance with all applicable local legislation and regulations.

Anti-corruption

All suppliers must conduct their business without engaging in corrupt practices, including public or private bribery, extortion, embezzlement, as well as facilitation payments and other forms of corruption. It is strictly prohibited for a business partner to offer anything of value to BENT BRANDT employees to improperly obtain or retain business. Any violation of this requirement related to BENT BRANDT's business will be reported to BENT BRANDT.

Monitoring and Evaluation

BENT BRANDT will monitor relevant suppliers and their facilities to ensure compliance with the BENT BRANDT Code of Conduct. Suppliers shall maintain, on site, all documentation that may be needed to demonstrate compliance with the BENT BRANDT Code of Conduct.

We require all suppliers to provide BENT BRANDT with:

- Full access for on-site inspection, including unannounced visits, by BENT BRANDT and/or assigned representatives.
- Access to records which will enable us to determine compliance with the BENT BRANDT Code of Conduct.
- Access to employees for confidential interviews during monitoring visits.

The result of any such monitoring visit will be documented in a monitoring report.

Where required, BENT BRANDT will enter into a constructive dialogue with the supplier to improve the overall working environment for employees. BENT BRANDT will request adequate action plans to correct monitoring findings and undertake follow-up visits to ensure improvements are made.

Amfori BSCI

The documentation for social compliance is required based on a country risk assessment. Meaning all producers located in a high-risk country according to the list "Country Risk Classification" must present documentation for a valid social standard according to Amfori BSCI. Similar standards can be approved by Bent Brandt. This is already implemented and a standard of Bent Brandt CSR strategy.

It is mandatory to keep documentation updated at all times. Bent Brandt will do random checks of your documentation.

If improvements do not progress in a manner acceptable to BENT BRANDT, business relations with the supplier will be terminated.

Non-discrimination

BENT BRANDT will not conduct business with suppliers who discriminate in hiring and employment practices on the grounds of race, religion, age, national origin, sexual orientation, or gender.

Publication

It is suggested, that all BENT BRANDT suppliers will take appropriate steps to ensure that the provisions of the BENT BRANDT Code of Conduct if needed are communicated to employees, including a posting of the CoC – in the local language of the factory supervisors and employees – in a place readily accessible to employees.

Subcontracting

BENT BRANDT requires suppliers to use this Code of Conduct in cooperation with their own suppliers, and to ensure their compliance. Suppliers have full responsibility for ensuring subcontractors comply with the BENT BRANDT Code of Conduct.

Compliance with the BENT BRANDT Code of Conduct:

- This BENT BRANDT Code of Conduct is intended to create and encourage commitment to responsible manufacturing principles around the world. Acceptance of and compliance with the CoC forms an integral part of every Business Agreement with BENT BRANDT.
- It is expected that suppliers will respect the terms of the Code of Conduct on an ongoing basis.

Signed in agreement and understanding that BENT BRANDT Code of Conduct for suppliers must be fulfilled.

1. Supplier's name:
2. Address:
3. Phone/fax/email:
4. Factory name:

Signature:

Supplier:

Bent Brandt as:

Date:

Date: