

Framery Supplier Code of Conduct

Framery is committed to conducting its business in a socially responsible, environmentally sustainable, ethical and legal manner. We believe that sustainable growth will be achieved together with like-minded, reliable and fair partners who are willing to work with us on these topics. This supplier code of conduct outlines the minimum standards we expect our suppliers to comply with when doing business with us.

Legal Compliance

The supplier shall comply with all applicable national and international laws and regulations. This includes, but is not limited to, laws and regulations pertaining to competition, taxation, safety, prevention of bribery, illicit payments and corruption, employee rights, environmental protection, and recognition and protection of company assets, including but not limited to trade secrets, copyrights and other forms of intellectual property.

Human Rights and Employment

The supplier shall support and respect the protection of international human rights (UN Declaration of Human Rights) and ensure that the supplier is not complicit in human rights abuse.

Respect and Dignity

The supplier shall treat its employees with dignity and respect. The supplier shall not tolerate any type of harassment of its employees, whether direct or indirect, physical or verbal. The supplier shall ensure its employees receive equal opportunity and equal treatment based on merit.

Compensation and Working Hours

The supplier shall ensure that compensation paid to its employees comply with all applicable local wage laws, including those relating to minimum wages, overtime hours and mandatory benefits. The working hours shall comply with the local laws and collective agreements.

Child or Forced Labour

The Supplier must ensure that child or forced labour is never used.

The supplier shall not employ any workers below 15 years or the minimum age according to national legislation, whichever is higher. The employment of young people shall not jeopardize their education, health, safety or morals. Suppliers shall not use any forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise.

Non-discrimination

The supplier shall not tolerate discrimination in its operations against any employee on the basis of race, religion, ethnic origin, age, marital status, nationality, sexual orientation, gender, gender identity or expression, disability or any other basis prohibited by law in recruiting, hiring, placement, promotion, or any other condition of employment.

Freedom of association

The supplier is required to fully recognize employees' right to organize, belong to a union and bargain collectively.

Occupational Health and Safety

The supplier shall provide its employees a safe and healthy working environment in compliance with all applicable laws and regulations. Appropriate health and safety information, training and equipment shall be provided to the supplier's employees. The supplier shall also have effective safety programs in place covering at least human safety, emergency preparedness and exposure to hazardous chemicals.

Conflict Minerals

The supplier shall not use tin, tantalum, tungsten or gold originating from conflict-affected and high-risk areas such as Democratic Republic of Congo or the adjoining countries that directly or indirectly finance armed groups.

Environment

The supplier shall fulfil all environmental requirements defined in relevant laws, regulations and environmental permits. The supplier shall make all reasonable efforts to protect the environment, and to keep the impact of its activities and products on the environment as low as possible. Supplier's employees shall have environmental training. Suppliers that provide wood or wood-based components must ensure that the wood material is traceable and comes from legal and acceptable sources. The wood used in Framery components must be Forest Stewardship Council (FSC), Programme for the Endorsement of Forest Certification (PEFC) or equivalently certified.

Business Practices

Anti-Corruption

The supplier shall conduct its business in compliance with all applicable anti-corruption Laws. The suppliers shall not tolerate any form of extortion and bribery to or from workers or organizations. Supplier shall not offer Framery employees any gifts, hospitality or payment of expenses that exceed reasonable and customary standards of hospitality or for the purpose of influencing or appearing to influence a business decision. Cash or equivalent such as gift card shall not be offered. Framery's employees will always pay for their own traveling and accommodation expenses when visiting the supplier, or supplier's events.

Intellectual Property Rights and Product safety and liability

Suppliers shall respect the intellectual property rights of others, especially Framery's. Suppliers shall take appropriate steps to safeguard and maintain confidential and proprietary information of Framery. Suppliers shall observe and respect all Framery patents, trademarks, and copyrights, and comply with all requirements as to their use as established by Framery. Suppliers shall not transmit confidential or proprietary information of Framery via the internet. Framery expects fulfilment of product liability for all suppliers whose products have an effect on product safety.

Enforcement

If Framery finds that the supplier is not meeting the requirements and expectations set out in this supplier code of conduct, Framery will offer guidance specifying which issues need to be corrected or improved. The Supplier must then take corrective actions promptly as advised by Framery. Framery nevertheless reserves the right to cancel outstanding orders, suspend future orders or terminate the contract with the suppliers in case of a material breach of this supplier code of conduct.

Acknowledged and approved

Place _____ Date _____

Company name _____

Company registration number _____

Signature _____

Clarification of signature _____