

# 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.

A blue ink signature of Linda Vereycken, consisting of several loops and a long horizontal stroke.

**Linda Vereycken**  
Managing Director / CEO

A blue ink signature of Lars Engeler, featuring a large, sweeping initial 'L' followed by several smaller loops.

**Lars Engeler**  
Managing Director / CFO

# Compliance with laws and regulations



Dastex Group requires that its suppliers comply with the local and the international laws of the applicable legal systems of the respective country. If international law or company principle is stricter than the local requirement, the company or international law supersedes the local one.

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
- Occupational and health & safety system (e.g. ISO 45001)
- 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



## Forced Labour

### What does it mean?

Forced labour occurs when individuals are compelled to work against their will under threat, coercion, or other forms of pressure.

### Why is it important?

Forced labour is a severe human rights violation and can expose businesses to legal, financial, and reputational risks. It undermines workers' dignity and creates unsafe working environments.

### What does Dastex require?

Dastex requires all suppliers to ensure employment is voluntary and free from coercion. Employment contracts must be transparent, and workers must be allowed to terminate their contracts without penalties. Suppliers are encouraged to conduct due diligence to prevent forced labour in their operations and supply chains.

## Non-Discrimination and Fair Treatment

### What does it mean?

Non-discrimination ensures that all employees are treated equally, regardless of race, gender, religion, disability, or other protected characteristics.

### Why is it important?

Discrimination harms workplace morale, restricts diversity, and can lead to legal consequences. Promoting equality creates inclusive, productive work environments.

### What does Dastex require?

Dastex expects suppliers to provide equal opportunities for all workers and maintain a workplace free from harassment and discrimination. Policies and training programs are recommended to uphold these principles.

## Fair Wages, Benefits, and Payment

### What does it mean?

Fair wages refer to compensation that meets or exceeds legal minimum standards and supports a decent standard of living.

### Why is it important?

Adequate wages ensure workers can meet their basic needs, reduce poverty, and contribute to local economic growth.

### What does Dastex require?

Dastex requires suppliers to pay wages directly to employees within agreed timeframes and in full. Suppliers must comply with national laws and provide additional benefits as required.

## Child Labour

### What does it mean?

Child labour refers to the employment of children below the legal age or in conditions that are hazardous to their physical, mental, or moral well-being.

### Why is it important?

Child labour deprives children of their right to education and a safe childhood, perpetuates cycles of poverty, and undermines social and economic development.

### What does Dastex require?

Dastex strictly prohibits the use of child labour across its supply chain. Suppliers are required to adhere to local and international laws, ensuring no children below the minimum age are employed. Regular audits and policies are implemented to detect and eliminate child labour practices.

# OCCUPATIONAL HEALTH AND SAFETY OF WORKERS



## Occupational Health and Safety

### What does it mean?

Occupational health and safety involve providing a work environment free from physical or psychological hazards.

### Why is it important?

Safe workplaces prevent accidents and illnesses, protecting workers and reducing costs associated with workplace injuries.

### What does Dastex require?

Dastex requires suppliers to provide regular health and safety training, conduct risk assessments, and maintain safe working conditions. Emergency procedures and equipment must be in place and regularly tested.

## Working Hours

### What does it mean?

Working hours include the time an employee spends performing duties for their employer, as regulated by national laws.

### Why is it important?

Excessive working hours harm employees' health and productivity. Balanced working hours ensure worker satisfaction and long-term engagement.

### What does Dastex require?

Dastex mandates that suppliers comply with local laws on working hours, ensuring adequate rest periods and compensation for overtime.

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## Environmental Responsibility

### **What does it mean?**

Environmental responsibility refers to minimizing negative impacts on the environment through sustainable practices.

### **Why is it important?**

Sustainable practices protect ecosystems, reduce resource depletion, and help combat climate change.

### **What does Dastex require?**

Dastex requires suppliers to comply with environmental laws, reduce greenhouse gas emissions, and implement waste management programs. Suppliers are encouraged to use renewable energy and adopt circular economy principles.

## Sourcing Minerals from Conflict-Affected Areas

### **What does it mean?**

Sourcing minerals from conflict-affected areas refers to the procurement of raw materials from regions where armed conflict, human rights abuses, or environmental degradation are prevalent. Such regions often lack proper oversight and accountability, making ethical sourcing challenging.

### **Why is it important?**

Minerals sourced from conflict zones can fund armed groups, perpetuate violence, and contribute to human rights violations. Additionally, the environmental destruction in these areas affects local communities and ecosystems. Ethical sourcing is crucial to break this cycle and promote responsible business practices.

### **What does Dastex require?**

Dastex requires all suppliers to refrain from sourcing minerals from conflict-affected regions or areas linked to human rights abuses or environmental degradation. Suppliers must comply with international regulations and conduct due diligence to ensure ethical sourcing practices. Transparency in the supply chain is mandatory to verify compliance.

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## Anti-Corruption and Bribery

### **What does it mean?**

Anti-corruption measures prevent unethical practices like bribery, which involve offering or accepting undue advantages to influence decisions.

### **Why is it important?**

Corruption undermines trust, distorts markets, and exposes businesses to legal risks.

### **What does Dastex require?**

Dastex prohibits suppliers from engaging in corrupt practices. Suppliers must implement policies and training to prevent bribery and report any incidents of corruption.

## Data Privacy and Protection

### **What does it mean?**

Data privacy involves safeguarding personal and confidential information from unauthorized access or misuse.

### **Why is it important?**

Protecting data builds trust with stakeholders and ensures compliance with legal standards.

### **What does Dastex require?**

Dastex requires suppliers to adhere to national and international data protection laws. Suppliers must implement security measures to prevent data breaches and train employees on data privacy practices.



# MANAGEMENT SYSTEM AND CONTINUOUS IMPROVEMENT



## Quality Management

### What does it mean?

Quality management ensures that products and services meet the agreed-upon standards of safety, performance, and reliability.

### Why is it important?

High-quality products reduce defects, enhance customer satisfaction, and support long-term business success.

### What does Dastex require?

Dastex requires suppliers to maintain a Quality Management System (QMS) and promptly report any quality issues. Continuous improvement processes are encouraged.

## Grievance Mechanism

### What does it mean?

A grievance mechanism provides a safe and confidential way for employees to report workplace violations.

### Why is it important?

Effective grievance mechanisms protect employees from retaliation, promote transparency, and improve workplace practices.

### What does Dastex require?

Dastex encourages suppliers to implement confidential grievance systems, ensuring protection and follow-up for reported concerns.

## Continuous Improvement

### What does it mean?

Continuous improvement involves regularly assessing and enhancing business practices to align with best practices and legal requirements.

### Why is it important?

Ongoing improvement fosters innovation, maintains compliance, and strengthens supplier relationships.

### What does Dastex require?

Dastex expects suppliers to set performance goals, review operations, and address deficiencies identified through audits and assessments.



# 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)