Supplier Code of Conduct

Purpose

Dogman is committed to combining sound business operations with social and environmental responsibility. Based on this commitment, we have set up the Dogman Code of Conduct with the purpose to ensure that our suppliers and partners operate in accordance with internationally recognized standards.

The code is based on the following international standards.
International Labour organization's (ILO) Declaration on Fundamental Principles and rights at work as well as the *United Nations Universal Declaration of Human Rights.* Our overall goal is to encourage respect for Human and Labor Rights as well as environmental protection both within the company and with our external partners. Our Code of Conduct contains internationally recognized requirements on human rights, labor rights, as well as environmental ones.

Companies supplying Dogman with products or services shall comply with our Code of Conduct as well as all workers who are engaged informally, on short term contracts or on a part-time basis.

Dogman also requires all suppliers to ensure that their own suppliers of both goods and services are in compliance with our Code of Conduct and other applicable laws and regulations. If Dogman by an audit detects that the supplier does not comply with the Code of Conduct, Dogman will act and demand a remediation plan with mandatory follow ups. If the supplier fails to remediate Dogman reserves the right to terminate the business.

Legal Compliance

The supplier and the subcontractor must follow their respective national laws. Should the provisions of national law and the requirement of our Code of Conduct differ, the highest standard shall apply.

No Child Labor and Protection of Young Workers

Employing children under the age of 15 (14 in certain countries) is not acceptable under any circumstances. Children from the age of 15 (14 in certain countries) shall not engage in labor that may be detrimental to their education.

Recruitment of labor in contravention of the above is unacceptable. If child labor is discovered immediate action is required and the child shall be enrolled in remediation. The child's circumstances should be considered when making the plan to ensure protection of the affected child. If possible, the child should be given the possibility of earning a livelihood and acquiring an education until they are no longer of compulsory school age.

Children under the age of 18 (young workers) shall not engage in labor that is hazardous to their health or safety, including night work.

No Bonded, Forced Labor, Slave and Prison Labour or Human Trafficking

No form of forced labor, slave labor or involuntary labor, including bonded labor, forced prison labor, slavery or human trafficking shall take place.

Workers must have the freedom of movement during the course of employment. Employees shall have control of personal identity card, travel documents and other important personal documents.

Employees shall not be required to pay monetary deposit.

Employees shall be free to terminate a work contract after a reasonable period of notice and wages shall not be withheld.

Freedom of Association and Collective Bargaining

Employees shall without exception have the right to join or establish trade unions by their own choice and to bargain collectively.

The employer shall not discriminate against trade union representatives or prevent them from doing trade union work.

If such rights are limited by law, the employer shall facilitate, and in no way hinder, parallel mechanisms for free and independent association and bargaining.

No Discrimination, Violence or Harassment

All Employees are to be treated with dignity and respect.

Discrimination in the workplace based on factors such as ethnicity, religion, age, disability, gender, marital status, sexual orientation, trade union membership, or political affiliation is strictly prohibited. During the employment physical, sexual, verbal, mental abuse, threats or corporal punishments are forbidden under all circumstances.

Measures should be put in place to protect employees from any form of sexually intrusive, threatening, insulting or exploitative behavior, and from discrimination or termination of employment on unjustifiable grounds.

For employees with equivalent experience and qualifications, equal pay shall be provided for equal work.

Occupational Health and Safety

The working environment must prioritize safety and well-being of employees taking into consideration industry-specific knowledge and associated risks. A clear set of regulations and procedures must be established and followed regarding occupational health and safety, fire protection and emergency preparedness. A management representative responsible for the health and safety of all personnel shall be appointed. Systems to detect, avoid or respond to potential threats to health and safety of all personnel shall be established.

Employees shall receive regular and documented health and safety training. These trainings shall also include seasonal employed workers.

Employees shall have access to clean sanitary facilities and clean drinking water. If necessary, the employer shall also ensure access to facilities for safe food storage.

If the employer provides accommodation, it shall be clean, safe, adequately ventilated, and have access to clean sanitary facilities and clean drinking water. Fire safety and emergency evacuation plans in dormitories shall be of the same standard as in the working environment.

Fair Remuneration

Employee compensation shall align with both national minimum wage regulations and industry standards, ensuring that it consistently meets essential living expenses. Wages should be paid on a regular basis and a written payroll should be maintained.

Workers should receive the same remuneration for equal job and qualifications.

Wages as well as the method of how and when wages are to be paid shall be agreed in writing before work begins. The contract shall be comprehensible to the employee.

It is strictly prohibited to use wage deductions as a disciplinary measure.

Decent Working Hours

Working hours shall be in accordance with national legislation or industrial standards and shall not exceed the working hours laid down in current international conventions. It is recommended that working hours do not exceed 48 hours per week (8 hours per day).

Employees are entitled to a minimum of one day off each week, as well as scheduled rest breaks during working days.

Overtime work should be voluntary and ideally restricted to a maximum of 12 hours per week.

Employees shall always receive overtime compensation in accordance with prevailing legislation.

Workers are entitled to paid holidays on an annual basis and sick leave and parental leave when needed.

No Precarious Employment

Obligations to employees in accordance with international conventions and/or national legislation and regulations concerning regular employment shall not be avoided by using short-term contracts (such as contract labor, casual labor or day labor), sub-contractors or other labor relationships.

All employees are entitled to a written employment contract with the terms of employment and in a language they understand.

The duration and content of apprenticeship programs shall be clearly defined.

Use of Resources and Impact on the Local Community

No form of environmental criminal activity or ruthless exploitation of resources shall take place in the local environment.

The local environment at the production site shall not be excessively exploited or degraded by pollution. Hazardous chemicals and other harmful substances shall be carefully managed.

In cases of conflict with local communities concerning the use of land or other natural resources, the parties shall through negotiation ensure respect for individual and collective rights to land and other resources based on common custom or tradition, including in cases where such rights have not been formally registered.

Production and the extraction of raw materials for manufacturing shall not contribute to the destruction of the resource and income base for marginalized population groups, for example by laying claim to large land areas or other natural resources upon which such population groups depend.

Protection of the Environment

Production shall not conflict with national or international environmental legislation and regulations. Where national legislation is weak or poorly enforced, international standards should be used.

Procedures and standards for waste management; for handling and disposal of chemicals and other dangerous materials; and for emissions and effluent treatment shall be established and must meet or exceed minimum legal requirements.

Environmental aspects should be taken into consideration throughout the entire value chain and shall not be limited to the company's own operations. Adequate measures shall be implemented to prevent Local, regional and global environmental issues shall be considered.

Animal Welfare

Animal welfare shall be taken into consideration throughout the value chain in the manufacturing of products stemming from animals.

Ethical Business Behavior

The supplier shall not in any circumstances take part in any act of corruption, extortion or embezzlement or any form of bribery.

Management Systems

Top management shall define and implement a management system to ensure that the requirements of this Code of Conduct can be met.

The supplier shall define and implement a policy for social accountability, which shall be communicated and accessible to all personnel.

Management is responsible for the correct implementation and continuous improvement by taking corrective measures and periodical review of the Code of Conduct, as well as the communication of the requirements of the Code of Conduct to all employees.

The supplier shall investigate, address and respond to concerns of employees with regards to compliance of the company's policy and/or the requirements of this Code of Conduct. Workers must have the right to anonymously submit complaints and the supplier shall and the supplier shall refrain from disciplining, dismissing or discriminating against any employee for providing information concerning adherence of this Code of Conduct.

Trust and Cooperation

Dogman expects all suppliers to respect this Code of Conduct and to actively do their utmost to attain our standards.

We believe in cooperation and are willing to work together with our suppliers to identify realistic solutions for every individual case. While we are prepared to consider cultural differences and other factors that may vary between countries, we will never compromise with regards to basic requirements regarding safety and human rights.

Facility Audits

Dogman reserves the right to conduct unannounced visits at any time to any of the factories/suppliers that produce goods/services for us. We also reserve the right to appoint independent third parties (for example Non-Governmental Organizations or consultant firms) to conduct inspections to ensure compliance with our Code of Conduct.

Lack of Compliance

Should we find that a supplier fails to comply with the requirements of our Code of Conduct, we will discontinue the business relationship unless agreed improvements are implemented within an agreed period of time. If we record repeated infractions against the Code of Conduct, we will immediately discontinue collaboration with the supplier.

We have hereby read, understood, and will abide by the Dogman's Code of Conduct

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Name
Title:
Company:
Date: