

VANDYCK BV – CODE OF CONDUCT FOR SUPPLIERS

Introduction

Vandyck BV (further: Vandyck) is a Dutch bed and bath linen brand. The company was founded in 1923 by Cornelis van Dijk and is currently led by the third and fourth generation. The brand is available worldwide and offers a wide collection of bed and bath linen, duvets, pillows and box-springs.

Vandyck is known as a high-quality textile brand. A reliable, honest and loyal partner. It has embedded the principles of corporate social responsibility at a policy level and operational level in the organization. This means, among other things, that high standards apply for (raw) materials used in the production of its collection and also for the way products are manufactured. Vandyck upholds high standards with regard to the selection of business partners.

A genuine interest in the wellbeing of people and animals and a critical attitude when it comes to environmental requirements and working conditions have always been part of Vandyck's operations.

This Code of Conduct applies to all suppliers, companies, employers, factories and subcontractors that provide products to Vandyck BV or its (indirect) subsidiaries. It outlines the minimal social, environmental and safety principles each party in the company's supply chain has to meet.

Vandyck is a member of the Dutch Agreement on Sustainable Garments and Textile. Therefore, its main principles are an integral part of this Code of Conduct.

In addition, the requirements as set out in this Code of Conduct are based on internationally agreed social and environmental standards such as the OECD Guidelines, the ILO Conventions and the UN Sustainable Development Goals.

Evidently, Vandyck expects suppliers to always follow the national laws in the countries in which they operate. Should any requirements in this Code conflict with the national law in a country, the law will always be prevalent. The supplier is responsible to ensure that this Supplier Code of Conduct is implemented and adhered to by its subcontractors.

Code of Conduct

1. Discrimination and gender

Suppliers guarantee that they do not allow discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation¹.

2. Child labor

- 2.1 There shall never be use of child labor².
- 2.2 Suppliers will develop or participate in and contribute to policies and programs, which provide for the transition of any child found to be performing child labor to enable her of him to attend and remain in quality education until no longer a child³.

3. Forced labor

- 3.1 Forced or involuntary labor are prohibited at all times and under every circumstance.⁴
- 3.2 Employees are always free to leave their employer after a reasonable notice.

4. Freedom of association

- 4.1 Freedom of association and the right to collective bargaining are respected⁵.
- 4.2 Every worker has the right to join or form trade unions of their own choosing and to bargain collectively.
- 4.3 Suppliers have an open attitude towards the activities of trade unions.
- 4.4 Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.

¹ ILO Convention No. 100 (Equal Remuneration), ILO Convention No. 111 (Employment and Occupation) and ILO Convention 156 (Workers with Family Responsibilities).

² ILO Convention No. 182 (on the worst forms of child labour) and Recommendation No. 190.

³ ILO Convention No. 138 (on the minimum age for admission to employment and work) and Recommendation No. 146.

⁴ ILO Convention No. 29 (Forced Labour, 1930) and Recommendation 203, ILO Convention No. 105 (Abolition of Forced Labour, 1957).

⁵ ILO Convention No. 87 (Freedom of Association and Protection of the Right to Organise, 1948) and ILO Convention No. 98 (Right to Organise and Collective Bargaining, 1949).

5. Living wage

- 5.1 Wages and benefits are based on national legal standards or industry benchmark standards⁶.
- 5.2 Wages are enough to meet basic needs.

6. Working conditions

- 6.1 Suppliers will provide for a safe and hygienic working environment for their employees⁷.
- 6.2 Adequate steps are taken to prevent accidents and injury to the health of employees⁸.
- 6.3 Workers receive regular and recorded safety training.
- 6.4 Employees always have access to clean toilet facilities and clean water at all times⁹.
- 6.5 Accommodation for employees is clean and safe.
- 6.6 Working hours are not excessive¹⁰.
- 6.7 Working hours must comply with national laws and collective agreements.
- 6.8 No harsh or inhumane treatment is allowed.¹¹

7. Raw materials

With regard to (the use of) raw materials, suppliers will act in accordance with the applicable statutory and international standards regarding the environment.

8. Protection of the environment

- 8.1 Suppliers avoid inflicted damage to the environmental where possible, at all times. This means they have a production process in which water and energy are used in a responsible way, the use of chemicals is restricted and wastewater is purified.
- 8.2 Suppliers will act in accordance with the applicable statutory and international standards regarding the environment¹².
- 8.3 Suppliers are compliant with local legislation where it comes to the use of water, energy, chemicals and the purification of used water.
- 8.3 Suppliers assess the environmental impact of their operations.

⁶ ILO Convention No. 131 (Minimum Wage Fixing Convention, 1970).

⁷ ILO Convention No. 155 (Occupational Safety and Health Convention, 1981).

⁸ ILO Convention No. 174 (Prevention of Major Industrial Accidents, 1993).

⁹ ILO Convention No. 120 (Hygiene, commerce and offices, 1964).

¹⁰ ILO Convention No. 1 (Hours of work, 1919).

¹¹ ILO Convention No. 29 (Forced Labour, 1930).

¹² OECD Guidelines for Multinational Enterprises, Chapter VI. Environment, 2011; OECD Principles on Water Governance, 2015.

8.3 Suppliers have effective policies and procedures that reflect their environmental responsibility.

9. Animal welfare

Suppliers have the obligation to guarantee that products or part of products manufactured for Vandyck are produced without harm or cruelty caused to animals.

10. Personal development

Suppliers will create a working environment for their staff in which personal development is both encouraged as well as facilitated.

11. Ethical business behavior

Vandyck's employees are not allowed to offer, pay, demand or accept money or other favors to obtain commercial or financial benefits. It expects the same policy from its suppliers.

Compliance Commitment

By signing this Code of Conduct the supplier acknowledges his/her responsibility to ensure that the companies, factories, employers, subcontractors and any other involved parties the supplier cooperates with also adhere to this Code of Conduct.

The supplier confirms the following:

- we have taken part of and fully understand Vandyck's Code of Conduct;
- we confirm that we have full knowledge of all relevant laws in the countries we are operate in;
- we agree to comply with this Code of Conduct.

Date:

Company name:

Signature company representative: