

DAY ET

HUMAN RIGHTS POLICY

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It is our responsibility to take care of the people who help us make our products, and we must treat every part of our supply chain, responsibly and respectfully. This is manifested in our Human Rights Policy and Code of Conduct. Our Code of Conduct follows the [UN Guiding Principles](#) and the [Bill of Human Rights](#) and is based on the framework provided by [Dansk Fashion & Textiles \(DM&T\)](#).

The Code of Conduct describes the ethical values and a clear understanding of the principles we wish to uphold throughout our supply chain, regarding human rights and environmental responsibility. The Code of Conduct applies to every level of our supply chain, our employees and business partners. Please see our Code of Conduct and its guide for further details.

Equality

We stand for diversity and inclusion. We praise diversity in skill, age, ethnicity, race, religion, sexuality and gender, and we want to encourage it in every part of our business. As such, we leave no room for all kinds of discrimination; everyone must be allowed to be who they are. We achieve this by ensuring every voice is heard during audits and meetings. By challenging the norms and empowering individuality, we hope to achieve personal freedom throughout our supply chain.

Gender

We strongly believe in equality and that men and women must have the same rights and opportunities. Every human is entitled to the same wage opportunities - both men and women have the right to receive regular job and growth opportunities based on their skill, not their gender.

Harassment

We demand that everyone in our supply chain has the right to be who they are and live the life that is best for them; The freedom to live another life. We do not accept any harassment, including but not limited to, sexual harassment, violence, or any abuse of power and status. We encourage everyone through our supply chain to report any violation or breach of human rights. It must always be safe to report any suspicion of violations of our Code of Conduct. All reports will be handled discretely, anonymously and with no risk of sanctions, regardless of circumstance or legitimacy.

Health and Safety

Our key priority is that the people we employ and work with through our supply chain do so in a healthy and safe environment. Everyone must have access to clean water and sanitation. Everyone is entitled to work without endangering their health and safety. We want to ensure that all have access to protective equipment and given health insurance to cover work-related injuries. We have a strict chemical and restricted substance list ensuring that our workers, as well as our customers, are safe and not exposed to hazardous chemicals.

Corruption

We believe in integrity, and we believe in doing business with honesty. Therefore, employees must under no circumstances accept bribery of any kind including, but not limited to: presents of significant value, monetary gifts or anything else that can be seen as bribery, including cash, clothes, vouchers and item that goes beyond symbolic value. If you are in doubt - always get a second opinion.

Labour Standards

We want to ensure that everyone we work with is under fair labour conditions. Everyone should have the right to join and form trade unions, be able to engage in collective bargaining and have the right to strike. All workers must have a valid contract which they can freely terminate. We encourage all workers to have a healthy work-life balance, and we believe it is crucial to regulate working hours and overtime. If workers work overtime, they must be adequately and fairly compensated. All workers have the right to rest, paid holidays and time off under national regulations.

We do under no circumstances accept child labour, forced labour or slavery.

Wages

We require that every employee in our supply chain is paid the minimum wage according to national law. However, we encourage all suppliers to pay more than the minimum wage and work towards paying a living wage.

Transparency and audit

Ensuring that our requirements are met transparently and credibly is a key priority, and we require that compliance with our policy is documented through third-party audits and certification.

Anonymous reporting and whistleblowing

Compliance with our standards and ethics is a crucial concern at DAY ET. We are dependent on each person in our supply chain to ensure this, no matter their position or occupation. We strongly encourage that any violation or breach of our standards on human rights, working conditions or Code of Conduct is reported even at the slightest suspicion. Only through whistleblowing can we act, and we believe it is better to speak up too soon than too late.

We handle every report and concern of non-compliance with utmost urgency and ensure that it is safe to raise your concerns. All reports are anonymous and handled discretely, with no risk of any sanctions, regardless of circumstance or legitimacy.

If you have spotted any breach or have concerns regarding human rights, please report this anonymously through the following channels. DAY ET will take immediate action.

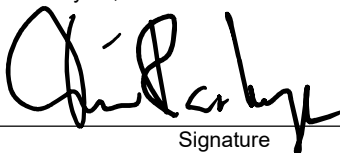
- For anonymous e-mail reports, please write to anonymous@day-et.com
- For anonymous postal reporting, please send a letter to:

*DAY ET A/S
Esplanaden 8C, 1st floor
DK-1263 Copenhagen C
Denmark*

DAY ET will cover all postal expenses upon request

- For anonymous internal reporting at the headquarters, please use the postbox located at the entrance to the building. We advise all of our business partners to establish a similar whistleblowing system at their workplace. We are happy to guide you to do so.

Date: February 23, 2024



Signature
Tine Raahauge
DAY ET A/S

Signature
Partner name
Company name

By signing this document, you agree to have thoroughly read and understood our Human Rights Policy and obligate yourself to ensure compliance for yourself, all relevant sub-contractors and partners in the development of DAY ET products. In case of non-compliance or concerns hereto, suppliers hold the responsibility to inform and DAY ET and initiate self-correcting actions.