

audientes

# | Supplier Code of Conduct



# Audientes A/S

# Supplier Code of Conduct

## INTRODUCTION

The AUDIENTES Supplier Code of Conduct defines AUDIENTES' understanding of acceptable behavior and details AUDIENTES' requirements with regards to our suppliers' business conduct.

This Supplier Code of Conduct is based on recognized international agreements and standards such as the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

AUDIENCES expects all suppliers and sub-suppliers to conduct business in accordance with the principles expressed herein.

AUDIENCES believes in building long-term relationships with suppliers. Strong relationships are essential to AUDIENTES' business, and AUDIENTES want to encourage a mutual expectation of high standards in domains including—but not limited to—health and safety standards, labor management practices, environmental standards, and integrity.

## BASIC REQUIREMENTS

### 1 HEALTH AND SAFETY

#### 1.1 Workplace

AUDIENCES expects that its suppliers provide a safe and healthy working environment for employees, with the goal of preventing accidents and injuries related to the work conducted. Facilities must be constructed and maintained to comply with the standards set by applicable laws and regulations.

### 2 LABOR AND HUMAN RIGHTS

#### 2.1 Human Rights

AUDIENCES complies with UN Global Compact Principles 1 and 2;

**Principle 1:** AUDIENTES and its suppliers support and respect the protection of internationally proclaimed human rights.

**Principle 2:** AUDIENTES and its suppliers commit to actively making sure that we are not involved in human rights abuses.

#### 2.2 Labor

AUDIENCES complies with UN Global Compact principles 3, 4, 5 and 6;

**Principle 3:** AUDIENTES and its suppliers uphold the right to freedom of association and the right to collective bargaining.

**Principle 4:** AUDIENTES and its suppliers refrain from the use of any kind of forced or compulsory labor.

**Principle 5:** AUDIENTES and its suppliers refrain from the use of any kind of child labor.

**Principle 6:** AUDIENTES and its suppliers do not discriminate based on ethnicity, race, gender, religion or sexual preference in respect to employment and occupation.

Additionally, AUDIENTES suppliers are expected to comply with all applicable laws relating to working hours, overtime hours, breaks, rest periods, holidays, as well as maternity and paternity leave.

## 2.3 Environment

AUDIENTES complies with UN Global Compact principles 7, 8 and 9;

**Principle 7:** AUDIENTES and its suppliers support a precautionary approach to environmental challenges.

**Principle 8:** AUDIENTES and its suppliers promote environmental responsibility.

**Principle 9:** AUDIENTES and its suppliers encourage the development and diffusion of environmentally-friendly technologies.

AUDIENTES suppliers will comply with all applicable international, national, and local environmental laws.

Suppliers should have an environmental management system in place. This environmental management system should be designed to mitigate significant environmental impacts; moreover, it should align with international standards, such as the ISO 14001 family of standards.

AUDIENTES suppliers are to ensure that manufacturing of parts and components for AUDIENTES products and systems is done according to all applicable laws and regulations and with the least possible environmental impact. AUDIENTES suppliers are expected to proactively seek environmentally viable solutions and processes for the manufacturing and procurement of AUDIENTES products, systems, and components.

## 2.4 Anti-Corruption

AUDIENTES complies with UN Global Compact principle 10;

**Principle 10:** AUDIENTES and its suppliers will work against corruption in all its forms, including extortion and bribery, and hold a zero-tolerance threshold for any type of corruption-related misconduct.

## 3 PROCESS REQUIREMENTS

AUDIENTES expects all suppliers to develop policy compliance processes that are fully aligned with the globally agreed-upon minimum standards established by the United Nations Global Compact.

*Therefore, suppliers must:*

### 3.1 Adopt a Policy Statement

- This Policy Statement shall be approved by the senior-most level of the supplier management team.
- This Policy Statement will stipulate the supplier's expectations of its employees as well as its sub-suppliers.
- It should be publicly available and communicated both internally and externally.
- It should be reflected in operational policies and procedures, so that the principles expressed in the code of conduct are manifested across supplier operations.

### 3.2 Establish and Maintain Due Diligence

- Suppliers shall on a regular basis, identify potential and actual violations of the code of conduct.
- Suppliers must act to prevent or mitigate the potential or actual violations identified and track the effectiveness of prevention and mitigation strategies.
- Suppliers are expected to communicate their findings, actions and tracking to relevant stakeholders, including AUDIENTES A/S.

### 3.3 Provide for Access to Remedy

- When a supplier identifies a violation of the Supplier Code of Conduct, that supplier must act to ensure remedy for those affected and/or inform relevant authorities.
- Suppliers shall provide access to remedy through legitimate processes to victims of code violations that the supplier causes or contributes to. If the supplier is merely linked to the violation, the supplier must use its position to make the contributing entity address and eliminate the impact of such violations.



### 3.4 Details on the Scope for the Required Measures

The required processes and measures shall, at a minimum, encompass adverse impacts on human rights as defined in the United Nations Global Compact, including:

- The Ten Principles: <https://www.unglobalcompact.org/what-is-gc/mission/principles>
- Anti-Corruption: [https://www.unodc.org/documents/brussels/UN\\_Convention\\_Against\\_Corruption.pdf](https://www.unodc.org/documents/brussels/UN_Convention_Against_Corruption.pdf)

## 4 IMPLEMENTATION AND COLLABORATION

This Supplier Code of Conduct applies to AUDIENTES A/S first-tier suppliers. Suppliers shall also ensure that their first-tier suppliers have adequate processes in place to protect the environment and avoid human rights violations. As part of this obligation, suppliers must make their first-tier suppliers aware of the scope and processes outlined in this Supplier Code of Conduct and impose similar requirements upon such first-tier suppliers.

Suppliers must maintain appropriate records to demonstrate compliance with the requirements of this Supplier Code of Conduct. Appropriate records include, but are not limited to:

- Policy commitments
- Documentation of due diligence processes, including impact assessments
- Records from the tracking process on specific actions and information on grievance mechanisms.

Should the supplier, at the time of signature, not have implemented a management system as per the requirements of this Supplier Code of Conduct, an implementation plan should be developed.

AUDIENTES A/S expects all its suppliers, at any time, to be able to declare in writing their stage of implementation.

Suppliers shall cooperate in answering further questions, providing self-assessments, and, if deemed necessary, cooperating with AUDIENTES A/S in addressing specific impacts or violations. If necessary, suppliers must accommodate visits from AUDIENTES A/S staff to assert compliance, including providing physical access to facilities by any representative from AUDIENTES A/S or designated independent third parties.

If an AUDIENTES supplier causes, contributes to, or is linked to violations of the Supplier Code of Conduct, the supplier shall notify AUDIENTES immediately, and will provide documentation of the steps being taken to end, prevent or mitigate the re-occurrence of such violations.

In case of non-compliance with the Supplier Code of Conduct, AUDIENTES' suppliers must take steps to address this non-compliance within a fixed period. If suppliers fail to (1) notify AUDIENTES about violations, (2) self-correct, or (3) show willingness to address identified violations, AUDIENTES A/S reserves the right to end the business relationship immediately.



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