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CSR policy for suppliers

Abenas CSR policy for suppliers has been established in order to strengthen our work for conducting business in an economically socially responsible and environmentally sound way. This policy reflects Abenas view of human right, workers rights and anti corruption. This is aligned with the views of Abenas customers. Abena support the UN Global Compact, a voluntary initiative to promote universal social, environmental ethical principles, and general understanding of corporate social responsibility (CSR). To fulfil these obligations Abena is a member of amfori Business Social Compliance Initiative (BSCI).

Our aim is to:

- Engage with supplier to improve ethical, social and environmental performance
- Engage with suppliers to secure that suppliers work with CSR issues throughout the supply chain
- Reduce risk and protect the reputation of Abena

Supplier

To achieve these goals Abena has established a Code of Conduct that we expect our suppliers to adhere to when doing business with us. Abena expects its suppliers to be in compliance with all applicable national laws and regulations, industry minimum standards, ILO and UN Conventions, and any other relevant requirements, including prevention of bonded labour and discrimination. We expect our suppliers to minimise the impact of their operations on the environment, secure the safety of their workers, ensure fair and timely remuneration of their workforce and act with integrity while doing business. We recognize that many of our suppliers operate in different legal and cultural environments, and that interpretation and implementation of these requirements may be challenging. We therefore strongly encourage our suppliers to initiate dialogue and engage with Abena if compliance with these standards cannot be achieved.

External Audits

The selection of suppliers for external neutral third party audit will be based on the following parameters:

- Manufacturing countries – high or low risk, as defined by BSCI
- Evaluation of the supplier
- Demands from customers

BSCI audits are conducted by an external bureau to secure an impartial and standardized audit.

If non-conformities are found the supplier is required to work to improve these within an agreed time limit. A re-audit will be conducted to make sure that the non-conformities are corrected.

Supply Chain

Abenas suppliers are required to inform their own suppliers about Abenas Code of Conduct. On request suppliers shall inform Abena of all sub suppliers that are used to produce our products.

Abena expects that its suppliers encourage and work with their own suppliers and subcontractors to ensure that they also strive to meet the principles of this CSR policy or an equivalent set of principles.

Erik Barsøe Bohsen, CEO Abena A/S