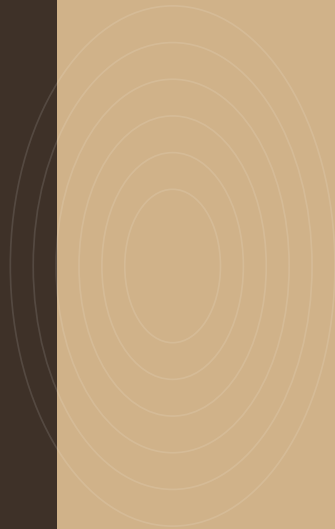


SUPPLIER CODE OF CONDUCT

Mandatory standards for responsible collaboration
throughout the value chain.



1 PURPOSE AND SCOPE

A shared framework for responsible business

This Supplier Code of Conduct defines the mandatory environmental, social and governance (ESG) standards for all suppliers, manufacturers, subcontractors and business partners of Bodahl Møbler ApS.

The requirements apply to the production, supply and processing of materials and components used in Bodahl furniture including:

- Solid oak furniture (wild oak and rustic oak)
- Dining tables, coffee tables, sideboards and vitrines
- Steel frames for tables and chairs
- Dining chairs with foam and textile upholstery
- Metal components and fittings
- Packaging and transport materials

Suppliers must ensure that these standards are also implemented throughout their own supply chains.

SCOPE

The Code applies to suppliers, manufacturers, subcontractors, business partners and relevant upstream supply-chain actors.

Environment

Materials, emissions, waste, chemicals and resource use.

Social

Human rights, labour standards, safety and equal treatment.

Governance

Integrity, transparency, due diligence and accountability.

2 INTERNATIONAL STANDARDS AND ESG PRINCIPLES

A clear legal and ethical baseline

Suppliers must comply with internationally recognized standards including:

- UN Global Compact (10 principles)
- UN Guiding Principles on Business and Human Rights
- ILO Core Labour Conventions
- OECD Guidelines for Multinational Enterprises
- EU sustainability and due diligence requirements

Suppliers must actively support responsible, ethical and transparent business practices.

3 Compliance with Laws

Suppliers must comply with all applicable laws and regulations in the countries where they operate including:

- labour legislation
- environmental regulations
- product safety regulations
- trade and customs laws
- anti-corruption laws

If the standards in this Code of Conduct exceed local legal requirements, suppliers must follow the stricter standard.

4 HUMAN RIGHTS AND LABOUR STANDARDS

Respect for people is non-negotiable

Suppliers must respect internationally recognized human rights.

The following practices are strictly prohibited:

- child labour
- forced labour
- human trafficking
- discrimination or harassment



Employees must have fair wages, legal working hours and safe working conditions.

Workers must have the right to freedom of association where legally permitted.

OUR EXPECTATION

Every worker is treated with dignity, fairness and respect, without coercion, exploitation or discrimination.

5 OCCUPATIONAL HEALTH AND SAFETY

Safe workplaces. Safe people.

Suppliers must provide a safe and healthy workplace.

1 Fire safety systems and emergency exits

Health and safety measures must be documented, maintained and effectively implemented.

2 Protective equipment

Health and safety measures must be documented, maintained and effectively implemented.

3 Safety training for employees

Health and safety measures must be documented, maintained and effectively implemented.

4 Safe machinery and working procedures

Health and safety measures must be documented, maintained and effectively implemented.

5 Documented accident prevention measures

Health and safety measures must be documented, maintained and effectively implemented.

A safe workplace requires prevention, training, clear procedures and continuous follow-up.

6 TIMBER LEGALITY AND RESPONSIBLE WOOD SOURCING

Traceable wood. Documented origin.

Suppliers providing wood or wooden components must comply with:

- EU Timber Regulation (EUTR)
- UK Timber Regulation (UKTR)
- EU Deforestation Regulation (EUDR)

Suppliers must ensure full traceability of timber including:

- species identification
- country of harvest
- legality verification
- supply chain documentation

FULL TRACEABILITY

Wood sourcing must be supported by reliable documentation from source to finished component.

Illegal logging or sourcing from protected areas is strictly prohibited.

7-8 ENVIRONMENT & CHEMICALS

Reducing impact and controlling substances

7 Environmental Responsibility

Suppliers must minimize environmental impacts by:

- reducing energy consumption
- minimizing production waste
- preventing pollution
- responsible water use
- responsible waste management

Suppliers are encouraged to continuously improve environmental performance and implement environmental management systems.

8 Chemicals and Materials (REACH Compliance)

Suppliers must comply with the EU REACH Regulation.

Requirements include:

- compliance with restricted substance lists
- monitoring of SVHC (Substances of Very High Concern)
- documentation of chemical substances used in production
- safe handling and storage of chemicals

CONTINUOUS IMPROVEMENT

Environmental management must be practical, measurable and embedded in everyday production decisions.

Documented safety across every component

9 Upholstery Materials – Foam and Textiles

Suppliers providing foam and textile materials must ensure:

- compliance with REACH restrictions
- compliance with SVHC limits
- safe use of flame retardants
- documentation of chemical content
- compliance with consumer safety standards

Materials must not contain hazardous substances exceeding EU regulatory limits.

10 Metal Components and Steel Frames

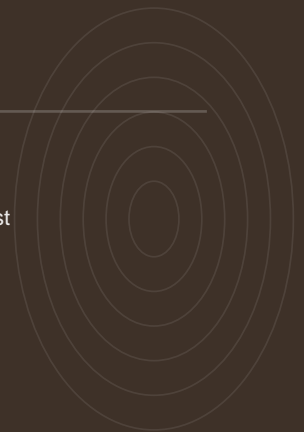
Suppliers producing steel frames and metal components must:

- comply with environmental regulations
- minimize emissions and waste
- ensure safe metal processing procedures
- manage scrap metal responsibly

11 Product Safety (GSPR)

All products and components must comply with the EU General Product Safety Regulation (GSPR). Suppliers must ensure:

- product safety testing when required
- technical documentation
- traceability of components



12-13 BUSINESS ETHICS & CONFIDENTIALITY

Integrity in every partnership

12 Business Ethics and Anti-Corruption

Suppliers must conduct business with integrity.

The following practices are prohibited:

- bribery
- corruption
- fraud
- money laundering
- unfair competition

Suppliers must comply with all applicable anti-corruption laws.

13 Confidentiality and Intellectual Property

Suppliers must protect all confidential information received from Bodahl Møbler including:

- product designs
- specifications
- commercial information
- pricing and strategies

Confidential information must not be disclosed without written consent.

14–15 RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Transparency beyond the first tier

14 Responsible Supply Chain Management

Suppliers must ensure that subcontractors and upstream suppliers comply with this Code of Conduct.

Suppliers must provide transparency regarding:

- production locations
- subcontractors
- sourcing of key materials.

15 High-Risk Country Requirements

Suppliers operating in or sourcing from high-risk countries including parts of Asia or Eastern Europe must implement enhanced due diligence.

This includes:

- labour condition monitoring
- environmental risk controls
- documentation of raw material sources
- traceability systems.

ENHANCED DUE DILIGENCE

Higher-risk sourcing requires stronger documentation, closer monitoring and more robust traceability.

16 RESPONSIBLE SUPPLY CHAIN MANAGEMENT AND LKSG PRINCIPLES

Responsible supply chains and due diligence

Bodahl Møbler recognizes the principles of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG), which aims to strengthen respect for human rights and environmental standards in global supply chains.

Although Bodahl Møbler may not be directly subject to the LkSG, we support our customers and business partners in their efforts to ensure responsible supply chain management.

This is achieved through our ESG Policy and Supplier Code of Conduct, where we require compliance with applicable legislation, respect for human rights, proper working conditions, environmental responsibility, and zero tolerance for corruption.

We expect our suppliers and subcontractors to cooperate openly regarding relevant information, risks, and improvement initiatives, so that together we can contribute to a responsible and transparent value chain.



OUR APPROACH

Open cooperation, reliable information and continuous improvement are central to responsible supply chain management.

16–17 LkSG ALIGNMENT & SUPPLIER ASSESSMENT

From principles to documented practice

This aligns well with existing ESG Policy, where we already state that the fundamental principle is compliance with relevant legislation, as well as Supplier Code of Conduct, in which suppliers are committed to respecting human rights, labor conditions, environmental standards, and anti-corruption principles.

The LkSG specifically concerns companies' responsibility for human rights and environmental due diligence in supply chains, and it may also affect companies outside the direct scope of the law if they act as suppliers to German companies that are subject to the legislation.

17 Supplier Self-Assessment and Audits

Bodahl Møbler may request suppliers to complete supplier self-assessment questionnaires.

The company reserves the right to conduct:

- supplier audits
- documentation reviews
- on-site visits where relevant.

Suppliers must cooperate fully with such assessments.

18–19 CORRECTIVE ACTIONS & ACCEPTANCE

Accountability and commitment

18 Corrective Actions

If violations are identified, suppliers must implement corrective actions within a specified timeframe.

Serious or repeated violations may result in suspension or termination of the business relationship.

19 Supplier Acceptance

By signing this document, the supplier confirms that they understand and agree to comply with this Supplier Code of Conduct.

RESPONSIBILITY IS SHARED

Corrective action, transparency and documented follow-up help build a lasting and trustworthy partnership.

SUPPLIER DECLARATION

Supplier commitment

By signing this document, the supplier confirms that they understand and agree to comply with this Supplier Code of Conduct.

SUPPLIER COMPANY NAME

COMPANY REGISTRATION NUMBER

AUTHORIZED REPRESENTATIVE

SIGNATURE

DATE

Please complete, sign and return this page to your Bodahl Møbler contact.

**Responsibility
is built
together.**



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