



Code of Conduct
Bacher Work Wear A/S

As a corporation in growth we find great responsibility to lead by example in ethical and sustainable business practise. This Code of Conduct is intended to ensure a sustainable and just business with all parties involved with the Bacher Work Wear Group.

Compliance with the principles of UN Global Compact is a core value to our organisation. We wish to encourage all our engage parties to participate in ensuring continuous improvement within the fields of human- and labour rights, environmental sustainability, and anti-corruption. The most important areas of concern to Bacher Work Wear Group is stated below.

Human- and labour rights

There must be no discrimination in employment and no kind of child labour. The age for admission to employment shall be no less than the age of completion of compulsory schooling and, in any case, not less than 15 years. Further there must be freedom of association and the right to collective bargaining.

Environment sustainability

Suppliers shall ensure compliance with applicable laws and regulations pertaining to procurement, storage, handling and use of chemicals. Suppliers must have a valid permit for chemicals that are legally restricted. The supplier shall demonstrate compliance with those permits.

Anti-corruption

Bacher Work Wear follows a policy of zero tolerance for all forms of corruption, including bribery. We will not accept any kind of corruption related to our business and we expect all our employees and partners in the supply chain to embrace this.

By confirming to this Code of Conduct, the organisation concurs to be compliant with the values of Bacher Work Wear A/S, which is in conformity with the principles of the UN Global Compact.

The organisation is ultimately responsible for the subcontractors it chooses to cooperate with.

No organisation under this code, will be or can be held responsible for suppliers failing to meet this Code of Conduct, but failing to initiate improvements where needed is considered noncompliance.

A copy of this Code of Conduct must, if applicable, be translated into the national language of the organisation in place, and made available to any interested parties.

Supplier: _____

On behalf of the Supplier: _____

Name in Print: _____

Position: _____

This document must be signed by an authorised representative of the company and returned to Bacher Work Wear.