



CBK Supply Chain Code of Conduct



CBK Supply Chain Code of Conduct

1. Introduction

This Code of Conduct is applicable to our sourcing and trading partners, specifically in cases where we are the importer of products. At CBK, we are committed to promoting ethical working conditions and environmental standards across our supply chains. We maintain close collaboration with our suppliers and business partners to achieve this goal. To outline our expectations for suppliers and business partners, we have developed this Code of Conduct, which encompasses human rights, workers' rights, environmental concerns, and anti-corruption principles. We are dedicated to continually enhancing policies and practices that assist suppliers in adhering to this Code of Conduct.

2. Local and National Requirements

Suppliers engaging with CBK are required to adhere to all relevant national laws, industry minimum standards, as well as International Labour Conventions and United Nations conventions. In cases where local and national law and the provisions of this Code of Conduct diverge, the highest standard shall prevail. CBK suppliers are responsible for providing goods and services produced in alignment with this Code of Conduct. Furthermore, suppliers are expected to communicate this Code of Conduct to their sub-suppliers and oversee its implementation. At the request of CBK, a supplier must be able to provide documentation of compliance with the Code of Conduct. Such documentation may include self-declarations, follow-up meetings, and/or inspections of working conditions at production sites. The supplier must also furnish the names and contact information of any sub-supplier subject to CBK inspection.

3. Labour Conditions

3.1 Prohibition of Forced Labour

Suppliers must not engage in forced labour, including involuntary prison labour, bonded labour, indentured labour, or any other form. Employees should not be compelled to submit deposits or relinquish their identity documents to their employers. Employees are entitled to terminate their employment contracts after a reasonable notice period, and they should have the freedom to leave the workplace after providing adequate notice.

3.2 Child Labour

Suppliers shall not employ individuals below the age of 15 or below the minimum age for completing compulsory education in the manufacturing country, whichever is higher. Individuals under the age of 18 shall not participate in hazardous labour detrimental to their health, safety, or morals. Night work is strictly prohibited. If instances of child labour are identified, the supplier must take immediate corrective action, including the development and implementation of an action plan that considers the best interests of the child, family, education level, and social circumstances. Failure to establish and implement such a plan may lead to the



termination of business relations with the supplier by CBK and our business providers.

3.3 Freedom of Association and Collective Bargaining

Suppliers must recognize and uphold the rights of employees to freedom of association and collective bargaining. Even if these rights are limited by law, the supplier should facilitate, without obstruction, alternative means for independent association and bargaining. Discrimination against trade union representatives or any interference with their trade union activities or access to members within the workplace is unacceptable.

3.4 Anti-Corruption and Ethical Conduct

CBK, its suppliers, and employees are prohibited from offering or accepting illegal monetary gifts or other forms of compensation to secure business-related, personal, or customer, agent, or supplier-related benefits. Corruption in any form, including bribery, extortion, kickbacks, and improper benefits to parties such as customers, agents, contractors, suppliers, employees, or government officials, is strictly prohibited.

3.5 Non-Discrimination and Personal Integrity

Suppliers must ensure that no individual faces discrimination in any aspect of employment, including hiring, compensation, advancement, discipline, termination, or retirement, based on gender, race, religion, age, disability, sexual orientation, nationality, political beliefs, or social or ethnic origin. All employees must be treated with respect and dignity, and no employee should be subjected to physical, sexual, psychological, or verbal harassment or abuse.

4. Conflict minerals

CBK is committed to ensuring compliance with our policy regarding conflict minerals for all products under our own brand. We also act as representatives for international manufacturers in the Nordic region, but we do not have firsthand knowledge of the sources of minerals used in their products. Consequently, we must rely on information provided by our suppliers. Our suppliers using components with minerals adhere to a policy regarding conflict minerals in accordance with the Dodd-Frank Act and report accordingly. We follow the Responsible Minerals Initiative (RMI) guidelines for reporting and conducting due diligence on our own supply chain.

Adopted by CBK August 2023