

CODE OF CONDUCT

Suppliers of Procurator A/S

Procurator's Code of Conduct describes our ethical guidelines in relation to our suppliers. It is of major importance to us – through contracts and communication – to ensure our suppliers can meet our standards and guidelines well-knowing that legislation and differences in cultures provide unequal conditions to work under.

Procurator A/S expect our suppliers and their production partners to respect and observe human rights defined by The United Nations.

Accept and observation of our Code of Conduct is an integrated part of the business deals Procurator A/S enters into. This is ensured through contracts, thorough information, ongoing reporting and monitoring.

Follow-up is part of Procurator A/S supplier evaluation according to ISO 9001:2008 and ISO 14001:2004.

Procurator A/S



Susanne Ingemann
Managing director

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HUMAN RIGHTS

Procurator a/s expects suppliers and their production partners to respect human rights as defined by the United Nations.

Adopted in 1998, the ILO Declaration on Fundamental Principles and Rights at Work, is an expression of commitment by governments, employers' and workers' organizations to uphold basic human values - values that are vital to our social and economic lives.

The Declaration covers four areas:

- **Freedom of association and the right to collective bargaining :**

Respect of the rights of employees to form and join trade unions of their choice and to bargain collectively, and must comply with applicable laws and industry standards concerning working hours

- **The elimination of forced and compulsory labor :**

Do not use forced labor

- **The abolition of child labor :**

The supplier must respect and oversee the rights of children to develop and to receive an education and must not engage in or tolerate the use of child labor. Child labor is defined as any person under the age of 15 – unless local minimum age laws stipulate a higher age and/or mandatory schooling, in which case the higher age shall apply.

- **The elimination of discrimination in the workplace :**

Providing equal opportunities for its employees and not practice discrimination according to race, sex, age, religion, marital status or sexual orientation

ENVIRONMENT:

Our suppliers must strive to reduce waste and emissions to the atmosphere, ground and water. They must handle chemicals in an environmentally safe way and store and dispose hazardous waste in an environmentally safe manner.

HEALTH AND SAFETY:

Provide a safe working environment which complies with or exceeds national laws and regulations.