



DANSK AUTO LOGIK A/S
Koldingvej 10, 6580 Vamdrup

Tel +45 70 13 14 10
CVR 12 62 59 95

Supplier Code of Conduct

In the process of selecting suppliers, we prioritise those who comply with the principles of our CSR policy.

By working closely with suppliers who share our values and who themselves transfer these sustainability requirements to their own suppliers, we aim to create a supply chain that collectively contributes to the well-being of society, the environment and our fellow human beings.

We expect transparency and traceability in our value chain, and suppliers must be able to document that they live up to the requirements set out in our Supplier Code of Conduct.

We find it natural that national legislation, country-specific rules, prohibitions and other provisions are all respected - at all times.

Labor and human rights



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Suppliers must respect human rights and all people involved in their operations must be treated with respect and dignity:

- Prohibit the use of forced or involuntary labor in any form.
- Prevent modern slavery and human trafficking.
- Ensure that no child labor is used.
- Promote diversity and inclusion and ensure that all employees are treated fairly and not are subject to harassment regardless of gender, religion, age, disability, sexual orientation, political orientation, race or any other protected characteristic.
- Provide safe and healthy working conditions.
- Respect the principles of freedom of association and collective bargaining as fundamental human rights.
- Personal data protection (GDPR)
- Wages and benefits: Wages are based on job responsibilities, individual performance, market benchmarks and union appointed guidelines.
- Working hours: Comply with the Working Time Directive and minimize overtime.



Environmental Responsibility



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Suppliers are expected to minimize their environmental footprint by adopting sustainable practices throughout their operations:

- Comply with all applicable environmental laws and regulations.
- Committed to reduce waste and recycle as much as possible.
- Protect water quality and minimize consumption of water.
- Take measures to prevent pollution and constantly work to minimize emissions.
- Report accidents with environmental impact to the local authorities.



Health and safety



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Suppliers must prioritize the health and safety of their employees and contractors. Supplier must:

- Maintain a safe working environment and provide necessary safety training.
- Have procedures in place to respond to emergencies and accidents.
- Safely handle, store, and dispose of hazardous materials.



Ethical conduct



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Suppliers are expected to comply with all applicable laws, regulations and ethical business practices in the countries where they operate. This includes but is not limited to labor laws, environmental laws, tax laws and anti-corruption laws.

- Conduct business with honesty, integrity and transparency.
- Prohibit all forms of bribery, kickbacks and corrupt practices.
- Fair competition.
- Maintain accurate records and documentation. Financial responsibility.
- Protect personal data and maintain a high level of data security.
- Promptly handle and report conflicts of interest.
- Protect and respect intellectual property.
- Choose business partners that comply with the principles in this Supplier code of conduct.
- Promptly report any violations of this Supplier Code of Conduct or any legal breaches.
- Controls regarding exports, trade and economic sanctions.
- Pass on these sustainability requirements towards tier-1 suppliers in the supply chain.



Assessments and audits



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To ensure compliance with this Supplier Code of Conduct, Dansk Auto Logik reserves the right to conduct assessments and audits of our suppliers' facilities and operations. These assessments and audits may be announced or unannounced. The purpose of these assessments is to verify compliance with our standards and to ensure compliance with this Supplier Code of Conduct. Suppliers are expected to:

Grant Access: Provide full access to facilities and records

Maintain Records: Financial responsibility and keep accurate and up-to-date records of all activities and processes relevant to the Supplier Code of Conduct.

Cooperate Fully: Cooperate with auditors by providing necessary information and documentation promptly.

Implement Corrective Actions: Promptly address any non-compliances identified during assessments and audits by developing and implementing a corrective action plan. Failure to comply with this Supplier Code of Conduct may result in various actions, including termination of the business relationship with Dansk Auto Logik A/S.

Suppliers agree to uphold the principles outlined in this Supplier Code of Conduct. We expect all suppliers to be committed to ethical and responsible business practices, so we together can create a sustainable and responsible supply chain.