

DEROME'S CODE OF CONDUCT

Derome's Code of Conduct is based on the principles of the UN Global Compact, which cover the areas of human rights, labour, environment and anti-corruption. The Code of Conduct aims to ensure that Derome and our suppliers have safe working conditions, that employees are respected and treated with dignity, and that manufacturing processes take into account both the external and internal environment.

Business principles and anti-corruption

Derome complies with applicable laws, regulations and rules and in several respects has an ambition to go beyond the statutory requirements in the area of sustainability.

Business and government contacts should be handled correctly. We adhere to good business practice and distance ourselves from all forms of corruption, including the giving and taking of bribes and other unlawful influence. We do not participate in cartels, price-fixing agreements or other practices that restrict competition in an unlawful manner.

Labour law and human rights

Derome shall comply with the UN conventions on human rights.

Employees, both within the Group and at our suppliers, must have an employment contract. All work must be voluntary and employees shall have the right to terminate their employment in accordance with the applicable employment contract. We do not tolerate any form of mental or physical punishment or threats of punishment.

We do not tolerate child labour. Applicable national and international laws on minimum age of employment must be followed.

We only accept working hours, wages and other conditions of employment that are consistent with national and local legislation and relevant ILO conventions. The right of workers to form and join a trade union of their choice and to bargain collectively must be respected. We encourage good relations with labour organisations, trade unions and workers' representatives.

Derome works for diversity and equality. Equal treatment and equal opportunities must apply to all regardless of ethnicity, nationality, gender, transgender identity or expression, sexual orientation, religion or other belief, political opinion, social origin, disability, age or other distinctive characteristics that have legal protection. We do not tolerate any form of victimisation, harassment or discrimination.

Work environment, health and safety

Derome's workplaces must be safe and secure. Through systematic work environment management, we will create the conditions for all employees to have a physically, organisationally and socially sound work environment. Each employee bears a responsibility for their own safety and the safety of others. Derome's employees must be given the opportunity to develop and respect must be shown for their views, knowledge and experience. A good leader within Derome involves others and inspires and fosters commitment among employees.

The environment and responsible forestry

Derome's environmental work must be based on the general rules of environmental mitigation and be conducted in a way that delivers continuous improvements that reduce the company's environmental impact. As a wood-processing industry and a consumer of forest raw materials, we must follow the regulations, principles and criteria laid down for PEFC™ and FSC® for certified forestry, as well as ensure that the raw material does not come from key biotopes, forests with high natural values or illegal or unsanctioned felling.

Compliance and follow-up

Each manager is obliged to ensure that employees are informed about the content of the Code of Conduct as well as about Derome's policies in the areas covered by the Code. All employees at Derome have a responsibility to follow the guidelines in their day-to-day work. Managers must always lead by example. Breaches of Derome's Code of Conduct may result in disciplinary action, including termination. Should any breach of our Code of Conduct occur, we encourage our employees to report this to: <https://derome.trumpet-whistleblowing.eu/>. Information received is treated in confidence.