

# DOMETIC CODE OF CONDUCT

FOR BUSINESS PARTNERS



 **DOMETIC**



Our core values

# 1 | INTRODUCTION TO THE CODE OF CONDUCT FOR BUSINESS PARTNERS

## 1.1 | GUIDING PRINCIPLES

Dometic is a participant of the United Nations Global Compact, the world's largest corporate responsibility initiative. As a participant, Dometic has committed to making the Global Compact initiative and its principles part of Dometic's strategy, culture and day-to-day operations.

The principles in the Dometic Code of Conduct for Business Partners (hereinafter referred to as the "Code") reflect the principles set forth in the Dometic Code of Conduct and are built on Dometic Core Values, our Sustainability Focus Areas, international and national legislation as well as support and respect for the principles of the United Nations Global Compact.

Dometic strives to be the best associate for all our business partners and to be the one that they prioritize. Dometic evaluates and selects business partners impartially based on objective criteria relating to our business partners' commercial performance and reliability, as well as their commitment to ethical, environmental and social performance.

## 1.2 | APPLICATION OF THE CODE

All Dometic business partners shall operate in full compliance with relevant laws and regulations applicable to their operations and employment in the countries in which they operate. However, the requirements set forth in this Code shall always be respected and followed, even when they go beyond applicable national requirements.

The requirements set out in this Code apply to all Dometic's business partners, including suppliers, sub-contractors and intermediaries. Our business partners shall implement the requirements set forth herein in their respective business activities and operations and shall ensure compliance with the provisions of this Code, including through relevant training of their employees and their sub-contractors.

Our business partners shall be liable for any breach of the provisions of this Code committed by their respective officers, directors, employees, agents and sub-contractors. Upon Dometic's request, business partners shall provide information on the sub-contractors employed.



## 2 | PEOPLE

### 2.1 | EQUAL OPPORTUNITIES AND NO DISCRIMINATION

Dometic's business partners shall offer equal opportunity for everyone.

Equal opportunity means that all shall be treated according to their abilities and qualifications in employment decisions, including but not limited to hiring, advancement, compensation benefits, training, lay-offs and termination. Any form of discrimination or harassment against anyone due to personal factors, such as gender, ethnicity, skin color, age, sexual orientation, religion, nationality, disability, and pregnancy is prohibited.

### 2.2 | REASONABLE WORKING HOURS AND FAIR COMPENSATION

Dometic's business partners shall have a responsible approach with respect to wages, working hours, overtime and benefits, and all employees of our business partners shall be compensated in line with or above the legal minimum in relevant jurisdictions.

### 2.3 | FREEDOM OF ASSOCIATION

Dometic's business partners shall respect their respective employees' rights to form, join or to refrain from joining employee associations. No employee shall be subject to discrimination in his or her peaceful exercise of these rights.

### 2.4 | SAFE WORKPLACE

Dometic's business partners shall ensure safe and healthy workplaces and strive to prevent work related accidents or illness.

### 2.5 | NO CHILD LABOR OR FORCED LABOR

Dometic's business partners shall support and respect the internationally proclaimed human rights. Business partners must not tolerate child labor or any form of modern slavery, including forced, bonded or compulsory labor, physical or psychological punishment or human trafficking.





## 3 | ETHICS

### 3.1 | ANTI-CORRUPTION

Dometic has zero tolerance for corruption. Business partners shall actively work against all forms of corruption and financial irregularity, including bribery, kickbacks, facilitation payments, fraud, and money laundering.

Dometic's business partners shall refrain from offering or accepting gifts, benefits, reimbursements or entertainment that would constitute a violation of laws or that could be perceived as an improper attempt to influence business decisions or otherwise affect the recipient's performance of work duties.

### 3.2 | FAIR COMPETITION

Dometic's business partners shall support the principles of free enterprise and fair competition as the basis for business development and innovation. Dometic's business partners shall compete on the market in a manner that is both ethical and fair, without engaging in any inappropriate activities or unfair trade practices.

### 3.3 | TRADE COMPLIANCE

Dometic's business partners shall ensure that all their trade and export activities are carried out in

compliance with applicable export and import regulations, anti-boycott provisions, trade embargoes and sanctions, including dual-use rules.

### 3.4 | NO CONFLICT MINERALS

Business partners shall conduct due diligence to ensure that sourcing and extracting of raw materials, including but not limited to tin, tantalum, tungsten and gold used in products are conducted with no violation of human rights.

### 3.5 | PRODUCT COMPLIANCE

Dometic business partners shall ensure that all products, components and materials supplied to Dometic are safe and designed, developed, manufactured, marketed and sold in compliance with applicable laws, regulations and industry standards. Dometic's business partners shall report to Dometic the presence or use of any hazardous substances or materials used in connection with sourcing or manufacturing of products, components or materials for Dometic.





## 4 | ENVIRONMENT

Dometic is committed to the efficient use of natural resources and to sustainable development and requires its business partners to support these efforts. Thus, Dometic's business partners shall operate in an

environmentally responsible manner and strive to prevent and minimize any harmful effects on the environment.

## 5 | AUDIT AND CONSEQUENCES OF BREACH

Dometic shall have the right to monitor and audit business partners' compliance with the provisions of this Code. Business partners shall accordingly provide relevant information and conduct self-assessments of their compliance with the provisions of the Code at Dometic's request. Dometic's representatives shall be allowed access to business partners' premises at agreed times in order to audit the business partners' compliance hereunder.

Any breach of the provisions of this Code may lead to Dometic immediately terminating a contract(s) with the business partner breaching the provisions of this Code. Dometic's exercise of such termination right shall be without prejudice to any other rights and remedies available under applicable laws and regulations, including claiming any damages incurred by Dometic as a result of such breach.

I have read and understood:

Date: \_\_\_\_\_ Place: \_\_\_\_\_

Company: \_\_\_\_\_

Signature: \_\_\_\_\_

Title: \_\_\_\_\_

