

Dataflex Supplier Code of Conduct

This Code of Conduct is applicable to all suppliers, companies, employers, factories, and subcontractors who supply products to Dataflex International B.V. and her subsidiaries. It delineates the social, safety, and environmental standards that Dataflex expects every entity within its supply chain to adhere to.

What Sustainable Production Means to Us

At Dataflex, we believe in creating ergonomic computer workplace accessories in the most sustainable manner. Guided by continuous integrity, accountability, and a profound respect for every encounter, our commitment is to leave a positive imprint on every aspect of our journey. This commitment is reflected in our B Corp certification and reinforced by the safeguarding provided by ISO 14001.

Our dedication to sustainable production encompasses three key principles:

Firstly, we prioritize fostering lasting relationships with our employees, customers, suppliers, and various stakeholders. These relationships are built on mutual benefit, stability, and trust, leading to reduced costs and enhanced pride in our work.

Secondly, we strive to minimize our impact on the environment, while ensuring the continuity of our company's operations.

Lastly, we value and respect all individuals, prioritizing the wellbeing of everyone involved in the production and use of our products.

Working Together to Perform Better

We believe that collective action can drive real change and ensure a sustainable future for generations to come. As such, we seek to collaborate with our suppliers to enhance their performance in sustainability.

As a minimum requirement, we expect suppliers to fully comply with applicable laws and adhere to internationally recognized environmental, social, and corporate governance (ESG) standards. Additionally, we expect suppliers to exert their best efforts in implementing these standards with their own suppliers and subcontractors, and continuously improving their ESG practices.

The Standards

We expect suppliers to support, embrace and enact the following ESG standards, which are based on the Ten Principles of the UN Global Compact, UN Guiding Principles on Business and Human Rights and International Labour Organization Declaration on Fundamental Principles, Rights at Work and B Lab's Standards:

1. Environment

- 1.1 Compliance with all applicable environmental, health and safety laws, regulations, and standards.
- 1.2 Protection of the life and health of your employees, neighbours, and the wider public against hazards inherent in processes and products.
- 1.3 Promotion of safe and environmentally-sound development, manufacturing, transport, use, and disposal of products.
- 1.4 Minimization of negative impact on biodiversity, climate change, and water scarcity. Assess and take necessary measures to avoid environmental degradation.
- 1.5 Implement environmental management system (EMS) and foster continuous improvement.
- 1.6 Efficient resource utilization, application of energy-efficient and environmentally friendly technologies, and reduction of waste, including emissions to air, water, and soil.
- 1.7 Encourage supply chain transparency, including those of their own suppliers and subcontractors to foster accountability and collaborations.

2. Social

- 2.1 Support for the protection of internationally proclaimed human rights and opposition to forced labour (including modern slavery and human trafficking) and child labour.
- 2.2 Upholding the freedom of association and the right to collective bargaining, in accordance with applicable laws.
- 2.3 Compliance with minimum wages and working hours in accordance with local laws and ensuring a living wage according to local living conditions.
- 2.4 Providing a workplace free of harassment, abuse of any kind, harsh or inhumane treatment, and discrimination.
- 2.5 Facilitation of employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.
- 2.6 Implement policies or procedures to ensure responsible sourcing of minerals, preventing contributions to conflict or human rights abuses.

3. Governance

- 3.1 Adherence to all applicable national and international trade laws and regulations, including antitrust, trade controls, and sanction regimes.
- 3.2 Consideration of business integrity as the foundation of business relationships.
- 3.3 Prohibition of all types of bribery, corruption, and money laundering.
- 3.4 Rejection of gifts to private or public officials aimed at influencing business decisions or encouraging them to act contrary to their obligations.
- 3.5 Respect for the privacy and confidential information of all employees and business partners, and protection of data and intellectual property from misuse.

Your commitment, our commitment

Ensuring the principles of sustainable development in our supply chain is important to us. You may accept the principles stated above or demonstrate your commitment by complying with your own code of conduct and/or other company policies if these principles and goals are more stringent and have a greater impact than ours.

Dataflex reserves the right to conduct audits or assessments to ensure your compliance and will take appropriate steps regarding our relationship with you if we find reasons for concern. The audits are conducted to pinpoint discrepancies between the standards outlined in this Code of Conduct and the actual practices and conditions observed within the factory.

If misconduct has been identified, the factory will have the chance to suggest and execute a corrective action strategy. Dataflex will then monitor the execution of this plan and ensure that any violations have been addressed. Dataflex reserves the right to discontinue any relationship and/or contract because of your non-adherence to international principles or failure to correct violations, or if you display patterns of non-compliance with these standards.

Roderik Mos
Owner & Director



Dataflex International B.V.