

Code of Conduct

DSB wants and demands good and responsible business conduct from all parties involved in doing business with DSB. DSB firmly believes that it is of mutual interest that current rules and conventions at all times are complied with.

To trade with DSB, suppliers are naturally required to comply with all international conventions and national legislation prevailing in the country, in which the work or service is conducted.

DSB is a signatory to the United Nations' Global Compact and we expect that our suppliers - whether signatories or not - share the fundamental principles expressed herein

In practice, this means that DSB makes the following demands:

Suppliers must:

- comply with all current international conventions and national legislation on child labour.
- comply with all current rules on health & safety at work prevailing in the country, in which the work or service is conducted. However, as a minimum, suppliers are required – irrespective of the country of production – to comply with the ILO Declaration on Fundamental Principles and Rights at Work (incl. conventions and guidelines). DSB will individually assess every tender and decide whether or not it will be necessary to make further demands regarding health and safety at work.
- refrain from discriminating their employees directly or indirectly on the basis of race, religion, age, nationality, sexual orientation or gender.
- refrain from exercising force or using involuntary labour.
- refrain from corruption and offering/accepting bribes, and suppliers must direct their sub-suppliers and partners in business to do the same.
- comply with all current environmental legislation prevailing in the country, in which the goods are produced or the service is conducted. DSB will individually assess every tender and decide whether or not it will be necessary to make further environmental demands.

It is the responsibility of individual suppliers to take all relevant and necessary steps and measurements to ensure that they comply with DSB's Code of Conduct.

At DSB's request, individual suppliers shall be able to produce all relevant information and documentation to DSB within a reasonable period of time. Moreover, at DSB's request, individual suppliers shall participate actively in DSB's follow-up on compliance with DSB's Code of Conduct through dialogue, questionnaires, systematic reporting, visits to the particular supplier's address(es) or any other methods of confirmation and control that DSB may decide to use. Suppliers shall be liable for only the costs that they may incur in complying with DSB's Code of Conduct and in producing the requested information and documentation for DSB.

As of 1 May 2007, DSB's Code of Conduct will form part of all DSB's procurement and trading agreements, and if a particular supplier does not meet the supplier's obligations as described in DSB's Code of Conduct, DSB reserves the right to cancel its agreement with the supplier in question and demand compensation for the loss that DSB may have incurred as a consequence.

Suppliers shall ensure that any sub-suppliers/sub-contractors that they may use also comply with DSB's Code of Conduct. At DSB's request, suppliers are required to notify DSB of their use of sub-suppliers/sub-contractors at any time.