



Code of Conduct for Suppliers

Deutsche Import Gesellschaft mbH – DIG. For more than 30 years, DIG, based in Bocholt, Germany, has been a reliable partner for the national and international retail and online trade. As a full-range supplier, DIG offers a wide variety of home accessories, gift items, and small furniture. The assortment ranges from classic-traditional to modern and trendy.

This Code of Conduct for Suppliers addresses all business partners who have been commissioned with the production of goods or their components, as well as with their procurement and the associated services.

As a responsible company, we are aware of our duty of care along our global supply chain and attach great importance to compliance with applicable law, the creation of appropriate working conditions, the safeguarding of human rights, and the prevention of child labour, human trafficking, or slavery.

With our amfori BSCI membership, we would like to further emphasize our diligence and support our business partners in fully complying with the amfori BSCI Code of Conduct, which is based on the International Labour Organization (ILO) Conventions, the United Nations Universal Human Rights Declarations, the UN Global Compact, and the OECD Guidelines, among others.

- **The right to freedom of association and the right to collective bargaining**
Our company respects the right of employees to form unions or other kinds of workers' associations and to engage in collective bargaining.
- **Fair remuneration**
Our company respects the right of employees to receive fair remuneration.
- **Occupational health and safety**
Our company ensures a healthy and safe working environment, assessing risks and taking all necessary measures to eliminate or reduce it.
- **Special protection for young workers**
Our company provides special protection to any workers that are not yet adults.
- **No bonded labour**
Our company does not engage in any form of forced servitude, trafficked or non-voluntary labour.
- **Ethical business behaviour**
Our company does not tolerate any acts of corruption, extortion, embezzlement or bribery.
- **No discrimination**
Our company provides equal opportunities and does not discriminate against employees.
- **Decent working hours**
Our company observes the law regarding hours of work.
- **No Child Labour**
Our company does not hire any worker below the legal minimum age.
- **No precarious employment**
Our company hires workers on the basis of documented contracts according to the law.
- **Protection of the environment**
Our company takes the necessary measures to avoid environmental damage.



The current version of the BSCI Code of Conduct can be found in **Appendix 1** or online in a total of 30 languages at

https://www.amfori.org/node/223/field_resource_type/code-conduct-119



We are happy to support our suppliers in sending the necessary documents.

We expect our suppliers to meet all relevant legal and ethical requirements and to comply with the standards necessary to conduct business responsibly and to identify, prevent, mitigate, address, and remedy adverse human rights and environmental impacts in their supply chains.

1. Transparent supply chain / subcontracting

A transparent supply chain is essential for us to comply with national and international legislation. As part of compliance with national and international legal regulations, manufacturers must disclose their subcontractors / sub-subcontractors at the request of DIG.

2. Act on Corporate Due Diligence Obligations in Supply Chains ("LkSG")

Compliance with national and international law is essential and is considered a minimum requirement for all suppliers. At all times, it is the supplier's responsibility to ensure compliance with the law is maintained concurrently with the Supplier Code of Conduct.

The Act on Corporate Due Diligence Obligations in Supply Chains ("LkSG") entered into force on January 1st, 2023. It gives companies corporate responsibility for compliance with human rights and environmental protection in their supply chain.

We support our business partners in complying with the LkSG and expect the same from our international business partners.

3. Product safety

Depending on the industry and type of product, it is subject to varying degrees of regulation. We expect our suppliers to always take steps in the right direction to ensure continuous improvement of their products.

The legal requirements that are indispensable for the product in the European Union (EUTR, REACH, RoHS, ...) must be complied with.



4. Responsible use of resources for the environment and climate

To avoid or minimize adverse impacts of our suppliers on the environment and climate, it is necessary to incorporate environmental and climate protection into all aspects of the product. This includes product development, production and packaging, further handling of the product, e.g. transport and the possibility of reuse and recycling of the product. We therefore expect our suppliers to integrate environmental and climate protection into their own policies, procedures, procurement, and value chain, guided by the following principles:

- Use resources responsibly
- Increase reuse and recycling
- Responsible chemicals management
- Responsible waste management
- Reduction of energy consumption
- Efficient transportation

5. Protection of animals

Animal abuse or any kind of cruelty to animals will not be tolerated.

We do not use leather, real animal furs and skins, silk, decorative elements made of mother-of-pearl or animal horns. All brushes, brooms or paintbrushes must not contain animal bristles or hair (pig bristles, badger or squirrel hair). For items with wool content, it must be ensured that no animals were harmed during shearing. Live plucking of geese for feathers and down will not be tolerated.

6. Reporting of possible misconduct or violations

DIG is part of the GILDE Group. As part of its due diligence, the GILDE Group has set up a complaint procedure, which is publicly accessible on the following company website:

<https://gildegruppe.hinweisgeber-biehn.de>



The system enables internal and external people to inform our company about human rights or environmental risks or violations in our own business area and in the supply chain.

The complaint procedure protects the confidentiality of identity and ensures effective protection against discrimination or punishment as a result of a complaint.



7. Acknowledgement and consent of the supplier

The supplier hereby confirms that he/she has read and understood the Code of Conduct for Suppliers. Furthermore, the supplier assures compliance with all specifications and instructions listed therein and undertakes to ensure these specifications and instructions in their supply chain.

Compliance, as well as product quality and compliance, can be demonstrated with the aid of audit reports carried out by renowned and accredited testing institutes.

Should non-conformity or even serious violations occur outside the period specified in the audit report, the signatory shall be liable. The signatory must ensure that the Code of Conduct can develop its protective effect and is responsible for its compliance and monitoring.

In case of non-compliance with the Code of Conduct, the supplier is obliged to initiate appropriate remedial measures. Sufficient time will be allowed for this and, if necessary, support will be provided by DIG.

In case of repeated violations, we are obliged to terminate the business relationship until further notice.