

Code of Conduct

1. Introduction

1.1. Background

GOSH Copenhagen by E. Tjellesen A/S (hereafter "GOSH") is committed to making an ethical and responsible contribution to society and the environment by developing and implementing responsible business practices that ensures responsible strategies and operations.

1.2. Scope

The code is based on the values and commitments of GOSH and applies to all employees, including managers and executive officers.

The code is an enforced part of any contract between GOSH and an employee. The provisions of the code extend to all activities and workers, including workers who are hired informally, on short-term contracts, on part-time basis or migrant workers.

1.3. Compliance

In addition to meeting the guidelines of this code, GOSH will comply with all national laws and regulations. Should there be differences between the content of this code and national laws, GOSH will adhere to the more stringent requirements.

Failure to follow the code may result in disciplinary action. Violations of the code may also be violations of the law and may result in severe civil or criminal penalties for staff members, their superior and GOSH.

2. Human Rights and Working Conditions

2.1. Human Rights

- 2.1.1. GOSH will respect the fundamental human rights and the dignity of the individual, according to the United Nations Universal Declaration of Human Rights.

2.2. Discrimination

- 2.2.1. Discrimination in the workplace in terms of hiring, remuneration, overtime, access to training, promotion, termination or retirement based on race, ethnicity, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, marital status, pregnancy status, physical appearance, HIV status, or age, or any other applicable prohibited basis is not tolerated.
- 2.2.2. Employees will not be subjected to harsh or degrading treatment, sexual or physical harassment, mental, physical or verbal abuse, coercion or intimidation in any circumstances

2.3. Child Labor and Young Persons

- 2.3.1. GOSH will not engage in or benefit from the use of child labor.
- 2.3.2. GOSH will not hire workers under the age of 18 for positions at nighttime or that require hazardous work that could jeopardize their health, safety or moral.

2.4. Involuntary Labor and Disciplinary Measures

- 2.4.1. Employee shall have the right to freely choose their employment, and the use of forced or bonded labor, involuntary prison labor, slavery, or trafficking of persons is prohibited. Employee's salary, benefits, property, or documents shall not be withheld in order to force the employee to continue working for the company.
- 2.4.2. GOSH will treat all employees with respect and dignity and will not engage in or tolerate corporal punishment, bullying, threats of violence or other forms of physical, sexual, psychological or verbal harassment and abuse.
- 2.4.3. Employees will have the right to leave the workplace premises after completing the standard workday, and be free to terminate their employment if they give reasonable notice to their employer.

2.5. Freedom of Association and Collective Bargaining

- 2.5.1. GOSH will respect the right of employees to associate, organize and bargain in a lawful and peaceful manner without discrimination, penalty or interference.
- 2.5.2. GOSH will not prevent collective bargaining and will adhere to collective bargaining agreements, where such agreements exist.

2.6. Working Hours

- 2.6.1. GOSH will comply with applicable national laws on working hours and public holidays. The maximum allowable working hours in a week are as defined by national law, but shall not on a regular basis exceed 48 hours and the maximum allowable overtime hours in a week shall not exceed 12 hours.
- 2.6.2. Employees must be provided, on average, at least one day off for every 7 day period.
- 2.6.3. Employees will be provided with all legally mandated leave, including maternity and paternity, compassionate and paid annual leave.

2.7. Wages and benefits

- 2.7.1. Employees will be paid a wage based on the higher of either the applicable legal minimum wage plus associated statutory benefits, or the prevailing industry standards. Overtime hours will be compensated at a premium rate, as required by law and where applicable, by contractual agreement.
- 2.7.2. GOSH will make payment to the employee on a regular and pre-determined basis and details of employees' wages for the pay period concerned will be provided in a detailed manner.
- 2.7.3. GOSH prohibit employees from accepting or offering any kind of bribery. We are against corruption, which we find inherently wrong and a misuse of power and position.

2.8. General Employment Terms

- 2.8.1. All employees will have a written, understandable and legally binding labor contract.
- 2.8.2. Provisions for non-permanent and seasonal workers will be no less favorable than for permanent workers.
- 2.8.3. GOSH will maintain appropriate employee records, including records of piece rate and wage payments as well as working hours, for all staff employed, whether on a full time, part time or seasonal basis.

2.9. Health & Safety

- 2.9.1. Safe and healthy working conditions will be provided for all employees in accordance with applicable law and other relevant industry standards, including, but not limited to, protection against fire, accidents and toxic substances.
- 2.9.2. GOSH will eliminate or control hazards that present a risk to employees and other persons present on its sites and to the environment.
- 2.9.3. GOSH will provide a suitable, clean and sanitary infrastructure, including access to toilets and potable water, which meets the needs of and is adequate with the number of employees.
- 2.9.4. Employees will be provided with the necessary health and safety training and/or education and will secure that adequate systems to detect and avoid potential threats and to help continuously improving health and safety are put in place.
- 2.9.5. Employees will be provided with protective equipment and training necessary to perform tasks safely, and will develop and maintain effective systems for records of accidents, injuries and known exposure to health and safety risks at work according to local legislation.
- 2.9.6. GOSH will establish emergency procedures and evacuation plans for all reasonably foreseeable emergencies.

3. Environmental Performance

3.1. Environmental Protection

- 3.1.1. GOSH will comply with all relevant national environmental legislation.
- 3.1.2. GOSH will maintain awareness of current environmental legislative requirements relevant to the environmental impacts of its activities, products and services, and ensure legal compliance through training, awareness, operational control and monitoring.

3.2. Hazardous Substances

- 3.2.1. GOSH will not manufacture, trade, and/or use chemicals and hazardous substances subject to international bans due to their high toxicity to living organisms, environmental persistence, potential for bioaccumulation, or potential for depletion of the ozone layer.

3.3. Waste and Emissions

- 3.3.1. Chemical waste will be disposed in compliance with applicable law. Where applicable law does not exist, prevailing international standards will be adopted.
- 3.3.2. GOSH will seek to decrease emissions to air, water and land relative to production output.