

Schultz Seating Group

Code of Conduct

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Intent

In Schultz Seating Group we are committed to conduct our business with respect to both people and the environment. It is important to us to emphasize the fact that working with sustainability is a complex process. Enclosed code of conduct is us taking the first steps towards transparency in the supply-chains we are evidently part of as a supplier that manufacture goods to the furniture industry.

To us sustainability continues to be a work in progress. Hence, we encourage open communication from business partners. We believe that this and willingness are keys to overcome any difficulties we might face together. It is fair to say that we are mutually dependent on each other to succeed.

In Schultz Seating Group we have adopted the 10 core principles of UN's Global Compact which we use as our framework to this code of conduct. In the following we will go through the 10 principles alongside with our additional remarks to clarify what we expect of ourselves and what we will require from our business partners.

1. Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Source: [UN Global Compact](#)

2. Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Source: [UN Global Compact](#)

Schultz Seating Group acknowledge the listed principles from UN's Global Compact concerning Human Rights and Labour. The top priority of the management in Schultz Seating Group is to ensure the welfare, health and safety of employees across the organization. Employments are established in full compliance with national laws and regulations to secure a fair work environment. People in our organization are considered as equals and both managers and employees are instructed to act with decency and respect towards each other.

We will ask that our business partners as a minimum acknowledge the listed principles from UN'S Global Compact concerning both Human Rights and Labour and to comply with the Universal Declaration of Human Rights. To read full description please click [here](#).

3. Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Source: [UN Global Compact](#)

Schultz Seating Group strive towards the same goals as the three listed principles from UN's Global Compact concerning Environment. We recognize our responsibility to invest in our production facilities and educate our organization about sustainability. Among other initiatives we have published an internal dictionary on sustainability including professional terms with the aim to make sustainability tangible and to put the terms into the context in which our employees act.

Furthermore, we take part in educational projects to benefit the local communities. Over the years we have been welcoming young students into our factory in Denmark. We hope to inspire the young students by showing the wide diversity of jobs in our factory. Another purpose of those event is to share our knowledge. We acknowledge the fact that we as a manufacturing company play a large role in the puzzle of sustainability. And as we become wiser, we wish to share our knowledge with the workforce of future generations.

In Schultz Seating Group we also choose to comply with REACH – a regulation of the European Union to improve the protection of human health and the environment – for goods traded inside of Europe. To understand REACH please click [here](#).

We will ask that our business partners as a minimum comply with REACH. And we will ask that our business partners acknowledge and start to support the goals listed from UN's Global Compact concerning the Environment.

4. Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Source: [UN Global Compact](#)

Schultz Seating Group work against corruption in all its forms both inside and outside our organization. Inside our organization corruption is not tolerated and any employee who act in such manner will be expelled. Schultz Seating Group also dissociates itself from corruption outside our organization and will not cooperate with a business partner under those conditions.