



European DIY-Retail Association

CODE OF PRACTICE

ON RESPONSIBLE AND SUSTAINABLE SUPPLY CHAINS FOR THE HOME IMPROVEMENT INDUSTRY

PREAMBLE

This Code of Practice is an agreement on a common set of principles, upholding fair labour conditions and basic environmental standards within the global supply chains of the home improvement industry.

As retailers across the industry share a common supply base, it is appropriate that our commitment to a supply chain that respects internationally observed and recognised standards in human rights and environmental preservation should be underpinned by a minimum set of principles and practices.

The agreement is available to any company in the home improvement industry who wishes to work collaboratively on delivering responsible sourcing where they carry out business.

RESPONSIBILITY OF PARTICIPANTS

Each company should undertake to observe the Code of Practice and adopt suitable actions to ensure adherence to its principles.

On a pre-competitive basis, and in accordance with EU rules on competition, through the EDRA / ghin DIY Platform, participants commit to come together to discuss how to achieve responsible sourcing through better business practices. To explore emerging issues in supply chains and to promote the commitment of the private sector to support the delivery of the UN Sustainable Development Goals.

Each company should declare its intent to support the stated goals. This also applies to its business across the supply chain.

At the places they conduct their business, companies contribute voluntarily to the wellbeing and sustainable development of the community. Universally held ethical values and principles should be upheld, with particular attention given to human dignity.

Observation of the law

A company signatory to the Code of Practice observes the laws of the countries in which it does business and does not conflict with local or national legislation

The company rejects corruption and bribery and uses suitable methods to foster transparency and business integrity.



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SCOPE OF THE AGREEMENT

This Code of Practice is valid for all branch offices and business units worldwide of companies signatory to the Code.

Human rights

The company upholds and promotes human rights as given in the Universal Declaration of Human Rights, including the RUGGIE principles, particularly:

- the right to a healthy working environment
- protection from corporal punishment, from physical, sexual or psychological harm, and from intimidation or abuse
- the right to freedom of opinion and expression
- the right not to be held in slavery or servitude

Working conditions

The company upholds the core standards of the International Labour Organisation (ILO), including the minimum age of workers and child labour.

The promotion (and where possible the assurance) of the same level of remuneration for men and women for work of equal value; respecting the rights of workers with regards to their freedom of association and right to organise; the prohibition of discrimination based on an employee's sex, race, disability, ethnic or cultural origin, religion, worldview, or sexual orientation.

Employers and those in control of workplaces, have a duty to ensure so far as is reasonably practicable, the health, safety and welfare of all of their employees and anyone who uses the premises and to ensure remedies are in place for omissions with corrective action plans. The company respects the minimum rights and entitlements set out in the relevant law, which applies to all employees, in respect of their employment, including working hours, rates of pay and leave entitlement.

Environmental impact

The company complies with the applicable provisions for environmental protection, such as apply to its various local premises. The company adopts or is working towards an eco-responsible policy, regardless of its place of business. Where the applicable local legislation does not provide for a level of protection that guarantees sustainable development, the company will adopt a strategy appropriate to its economic situation in order to achieve a satisfactory level of protection. Furthermore, the company will also treat natural resources responsibly in accordance with the principles of the Rio Declaration and other subsequent principles.

IMPLEMENTATION AND APPLICATION

Signatories make every appropriate and reasonable effort to ensure the continuous implementation and application of the principles and values defined in this Code of Practice and to rectify any related shortcomings as quickly as possible. On request – and on condition that this occurs on a mutual basis – contractual partners are to be informed about the key strategies involved.

It should be possible for the contractual partner to verify that fundamental compliance with the Code is assured. However, the obligations as aforesaid do not justify surrendering of trade or business secrets or of any information that is related to competition, or is otherwise worthy of protection.

Communication

The company communicates the Code of Practice and its implementation to employees, business partners and other interested parties. This would normally be contained within its overall CSR strategy. The company is prepared to discuss the contents of the Code of Practice. Trade secrets and details of third-party business are handled lawfully and with due care and confidentiality.

(version dated February 2019)



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Sergio Girolodi: EDRA/ghin President & Group CEO of OBI



Véronique Laury: Group CEO of Kingfisher

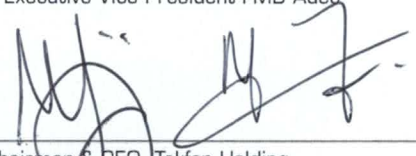


Susanne Jäger: Hornbach Board Member



Carl Otto Løvenskiold: Chairman Løvenskiold-Vækero AS

Pascal Malfoy: Executive Vice President FMB-Adeq



Murat Gigin: Chairman & CEO, Tekfen Holding



Erwin Van Osta: President Bricoalliance & CEO Hubo

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Global Home Improvement Network

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Enrique Gundermann: CEO, Sodimac Corporation

Werner de Jager: CEO, Cashbuild

Michael Schneider: Managing Director, Bunnings Group

Hiromasa Tsuchiya: Owner and Chairman, Gainz Corporation

Jean-François Dubost: President, IHA

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