

CODE OF CONDUCT

This Code of Conduct has been created by Dare to be BV. to ensure that marlies|dekkers products are produced responsibly and respectfully. The Code of Conduct applies to all parts of the production chain; Dare to Be BV. as a buyer, our partners, manufacturers and their suppliers. Dare to Be BV. has a strategy & policy on Corporate Social Responsibility. Our long-term goals are shared with our suppliers, partners and stakeholders. In order to be successful, our policy must respond to the interest of both sides. We ask all parties to share our values and support us in our CSR program and to work according the standards below.

Our CSR key ambitions are:

- **Fair & Equal**

To us being fair & equal means that human rights are respected and promoted within the company and its supply chain.

- **Sustainable Solutions**

We commit to use our expertise to create and find sustainable solutions for our products and introduce sustainable innovations in cooperation with other experts in the industry.

- **Transparent**

We will be transparent about the steps we take to reach a positive impact on environmental and social aspects of our supply chain. We will share our long-term goals and plans with our partners & stakeholders.

- **Empower Women**

Our brand is on a mission; we are here to empower women and spread the feminine feminist message.

Our common responsibility – Due diligence

Dare to Be BV supports the Conventions of the International Labour Organisation (ILO) and expects suppliers to act in accordance with the conventions of the ILO. These conventions are, along with the relevant UN Declarations and the OECD guidelines, the basis for our Code of Conduct.

Legal Compliance

Dare to Be BV asks suppliers to comply with all applicable laws and regulations, industry minimum standards, OECD guidelines, ILO and UN Conventions, and any other relevant statutory requirements whichever requirements are more stringent.



Social Compliance

Dare to Be BV is a member of Amfori-BSCI. Our suppliers are required to comply to Amfori-BSCI what means it is agreed to respect the following eleven labor principles set out in the Amfori BSCI Code of Conduct:

1. The Rights of Freedom of Association and Collective Bargaining

The right of workers to form unions or other kinds of workers' associations and to engage in collective bargaining.

2. Fair remuneration

The right of workers to receive fair remuneration.

3. Occupational health and safety

Insurance of a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.

4. Special protection for young workers

Special protection to any workers that are not yet adults.

5. No bonded labor

no engagement in any form of forced servitude, trafficked or non-voluntary labor.

6. Ethical business behavior

No toleration of any acts of corruption, extortion, embezzlement or bribery.

7. No discrimination

Equal opportunities for men and women and no discrimination against workers in any form.

8. Decent working hours

Follow the law regarding hours of work.

9. No child labor

No hiring of any worker below the legal minimum age.

10. No precarious employment

Workers are hired based on documented contracts according to the law.

11. Protection of the environment

Necessary measures are taken to avoid environmental degradation.

Amfori-BSCI audit results are discussed with the suppliers and monitored on a regular basis. A Corrective Action Plan (CAP) with specific objectives is required for the areas that need improvement and we discuss how to achieve improved audit results after measures taken.



Environmental Compliance

Materials:

The top four of used materials are polyamide, polyester, cotton & elasthane. We focus on these four materials first to find sustainable replacements. Our suppliers are involved in this process and we require active sourcing for sustainable materials from their tier 2,3 & 4 suppliers. It is our long-term goal to find sustainable solutions for every material we use. One of our key ambitions is to create transparency in our chain therefor we require an overview of our tier 1, 2, 3 and 4 suppliers.

Animal welfare:

Dare to Be BV. does not allow to include any materials of animal origin in their products.

Restricted Substances:

Chemicals are used in processes such as printing, bleaching & dyeing. To protect the people who produce, the environment & our consumers, we require compliance to 'Standard 100 by OEKO-TEX®' from our suppliers. OEKO-TEX® is a product label for textiles & accessories that have been tested for harmful substances. The tests for harmful substances and the measures of Standard 100 by OEKO-TEX® include requirements of the REACH Regulation.

Product packaging:

Since plastic is non-biodegradable, recycling it is a part of global efforts to reduce plastic in the waste stream. Dare to Be BV asks our suppliers to use recycled & recyclable plastics for our packaging and we continue our search for more sustainable solutions.

Management System, Monitoring and verification:

The supplier company shall define and implement a policy for social accountability, a system to ensure the Code of Conduct, Environmental and Human Health criteria can be met as well as establish and follow an anti-corruption policy in all their business activities. Management is responsible for the correct implementation and continuous improvement by taking corrective measures and periodical review of the Code of Conduct, as well as the communication of the requirements of the Code of Conduct to all employees and subcontractors. It shall also address employees' concerns of non-compliance with this Code of Conduct.



Dare to Be BV: buyer commitment;

- Continuously working to improve our policies and practises to enable our suppliers to meet their commitments as outlined in this Code of Conduct.
- Treating our suppliers with respect and consideration in all our dealings and communications.
- Communicating clearly, promptly and accurately on all issues concerning products and orders.
- Refraining from changing orders repeatedly and with short notice. If changes are unavoidable, amending deliveries accordingly.
- Placing orders with lead-times that do not trigger excessive working hours.
- Offer a fair order quantity split amongst our suppliers.
- Taking pay and working conditions into consideration when reviewing our business relationship, rather than ending a business relationship purely on the grounds of price or quality.
- Providing practical support to our suppliers in striving to meet their obligations under this Code of Conduct.

To proceed

The following documents should be provided. If not possible please provide us with enough information to prove the origin and sustainability of our products.

General Information:

- Completed Sourcing List

Social Compliance:

- All subcontractors must be known and listed
- Company Policy on CSR
- A valid Amfori-BSCI audit report
- A Corrective Action Plan (CAP) and regular updates

Environmental Compliancy:

- Environmental company policy
- Valid Oeko-Tex certificate for factory's and materials used.

