

# Supplier Code of Conduct (2026)

## 1. Introduction & Purpose

At FENTO, our mission is clear: A life without knee and back problems for professional craftsmen who work on their knees. Our vision is to provide ergonomic, innovative, premium and sustainable best-in-class knee protection to all professional end users.

We rely on strong, transparent and responsible partnerships to achieve this. This Supplier Code of Conduct outlines the ethical, social and environmental standards we expect from all our suppliers and business partners worldwide. It is built upon internationally recognized principles such as the

- UN Guiding Principles on Business and Human Rights,
- the International Labour Organization (ILO) conventions and
- the OECD Guidelines for Multinational Enterprises.

## 2. Our Values & Commitments

FENTO's success depends on trust, innovation and shared responsibility. We believe in long-term cooperation with suppliers who share our dedication to integrity, quality and continuous improvement. We expect our partners to act ethically, comply with applicable laws and regulations and contribute positively to the communities and environments in which they operate.



## 3. Human Rights and Fair Labour Practices

Suppliers must respect and uphold fundamental human rights as defined in the UN Universal Declaration of Human Rights and the ILO conventions. This includes ensuring:

- No use of child labour, forced labour or human trafficking.
- Fair and equal treatment of all workers without discrimination of any kind.
- Working hours, wages and benefits in compliance with local laws and international standards.
- Safe and healthy working conditions for all employees.

## 4. Health, Safety and Ergonomics

Health and safety are integral to FENTO's purpose. Our commitment to ergonomics extends to the entire supply chain. Suppliers are expected to ensure safe, hygienic and ergonomic workplaces, minimizing risks of injury or occupational disease. Equipment, facilities and processes must meet or exceed relevant health and safety standards and employees must receive adequate training and protective gear.



## 5. Environmental Responsibility

Suppliers must operate with environmental responsibility and continuously strive to reduce their ecological footprint. FENTO expects partners to integrate environmental management into their business strategy. This includes:

- **Resource Efficiency & Circularity:** Minimizing the consumption of energy, water and raw materials. Suppliers are encouraged to use recycled materials in products and packaging to promote a circular economy.
- **Climate Emissions:** Suppliers are required to cooperate with FENTO to enable the calculation of product carbon footprints and corporate greenhouse gas emissions.
- **Chemical Management:** Full compliance with REACH and other regional chemical regulations. Suppliers must adhere to the Restricted Substances List (RSL) to ensure no harmful chemicals are used in the production of FENTO products.
- **Waste Management:** Implementing a clear waste hierarchy. Prioritize prevention, reuse and recycling over disposal. Suppliers must ensure the safe and responsible handling and disposal of hazardous waste to prevent environmental contamination.
- **Product Longevity & Design:** Supporting FENTO's mission by ensuring materials are durable. This reduces the need for frequent replacements and minimizes overall environmental impact.

## 6. Business Integrity and Fair Competition

Suppliers must conduct business honestly, transparently and fairly. Corruption, bribery, extortion and fraud are strictly prohibited. Suppliers must avoid conflicts of interest, protect confidential information and respect intellectual property. Business decisions must always be made in the best interest of fair competition and mutual respect.



## 7. Supply Chain Transparency and Collaboration

FENTO expects suppliers to maintain transparency across their entire supply chain. Suppliers must monitor their subcontractors' compliance with this Code and ensure that the same principles apply at every level of production. FENTO encourages open communication, proactive reporting of issues and joint efforts to address and improve social and environmental performance.

## 8. Compliance, Reporting and Continuous Improvement

Suppliers are required to implement systems ensuring compliance with this Code. In case of non-compliance, suppliers must take corrective action promptly. FENTO requires each supplier to annually complete a SEDEX 4-Pillar audit and to declare, with supporting evidence, that all products comply with REACH and Proposition 65 regulations. In addition, suppliers must be prepared to participate in other audits and to provide relevant information or documentation reasonably requested by FENTO in relation to additional compliance, sustainability, or reporting requirements. Any concerns, violations, or unethical behaviour must be reported through secure and confidential channels. FENTO commits to an open and supportive dialogue to drive continuous improvement rather than punitive measures, wherever possible.

