

DUFRY GROUP SUPPLIER CODE OF CONDUCT



DUFRY

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THE DUFRY GROUP SUPPLIER CODE OF CONDUCT

Dufry AG, together with the Dufry group companies (collectively, “**Dufry**”), is a leading global travel retailer with more than 2,300 stores in over 64 countries on five continents. As such, Dufry is committed to conducting its operations in an ethical and legal manner in compliance with accepted business standards with respect to anti-corruption, human rights, worker health & safety, the environment, and product safety.

Dufry requires its suppliers to comply with the provisions of this Supplier Code of Conduct, which is based on the Universal Declaration of Human Rights adopted by the United Nations General Assembly in 1948, the fundamental Conventions of the International Labour Organization (ILO) and the Rio Declaration on Environment and Development adopted in 1992.

ETHICS AND INTEGRITY

Dufry requires its suppliers to adhere to high standards of ethical conduct and to respect the applicable laws and regulations, which may include the OECD Convention on Controlling Bribery of Foreign Public Officials in International Business Transactions, the U.S. Foreign Corrupt Practices Act, and the UK Bribery Act among others.

Dufry further requires suppliers to disclose to Dufry (at compliance@dufry.com) any situation of which they become aware that could be considered to be a conflict of interest in its business relationship with Dufry, including any relationship between directors, employees, agents and/ or subcontractors of the supplier and those of Dufry.

LABOUR AND EMPLOYMENT PRACTICES AND WORKING CONDITIONS

Suppliers shall not supply any products or services to Dufry that have been manufactured, assembled, or packaged in violation of internationally-accepted human rights standards in relation to labor and working conditions. In particular:

- **No Child Labour:** Suppliers shall not employ minors below the age of 16 years. Where local laws specify a higher minimum age, the latter must be adhered to.
- **No forced or bonded labour:** Suppliers shall ensure that there is no slavery or forced labor of any type in their supply chain. This includes involuntary prison labor and any situation requiring employees to give up their ID prior to commencing employment.
- **Freedom of association and collective bargaining:** Suppliers shall respect the rights of employees to form and join trade unions and bargain collectively in accordance with applicable law.

- **Compensation:** Suppliers shall fairly compensate their employees by providing wages and benefits in accordance with applicable laws. Wages should in no event be below the minimum legal or collective bargain agreement amount.
- **Discrimination:** Suppliers shall treat their employees equally and fairly, and shall not discriminate against them on the basis of race, color, religion, sex, sexual orientation, age, gender identity or gender expression, national origin, political orientation, or disability.
- **Health and Safety:** Suppliers shall provide their employees with a safe and healthy working environment and, if applicable, safe and healthy living quarters.
- **Working hours:** Suppliers shall ensure that the working hours of their employees are in line with applicable industry standards, laws and regulations.
- **Harassment and abusive behavior:** Suppliers shall prohibit all forms of abuse, inhumane or degrading treatment, corporal punishment or any other form of intimidation.

ENVIRONMENTAL COMPLIANCE AND SUSTAINABILITY

Suppliers shall comply with all applicable industry standards, laws and regulations in relation to the environment. As a member of the United Nations Global Compact, Dufry also encourages its suppliers to support a precautionary approach to environmental matters and to collaborate with Dufry on initiatives to minimize the environmental impact of the products they supply to Dufry.

PRODUCT SAFETY

Suppliers shall comply with the applicable industry standards, laws and regulations in relation to product safety.

DECLARATION OF COMPLIANCE

We, the undersigned agree to:

1. Comply with the provisions of Dufry's Supplier Code of Conduct and to implement it throughout our supply chain; and
2. Timely bring to your attention (at sustainability@dufry.com) any material breach of applicable human rights, labor, environmental, health and safety, and product safety legislation in relation to products we supply to Dufry.

Company Name: _____

Signature: _____

Name: _____

Title: _____

Date: _____

Please return a pdf of the signed declaration to sustainability@dufry.com

ADDRESS CORPORATE HEADQUARTER

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