

CLIPPER SUPPLIER CODE OF CONDUCT

Compliance Sheet

Company Name :

Address :

We hereby confirm the reception of the Clipper Supplier Code of Conduct. We confirm that we have read and understood the following 10 Articles of the Supplier Code of Conduct.

1. Working must be voluntary
2. Rights of association and collective bargaining shall be assured
3. Safe and hygienic working conditions
4. Safe and hygienic lodgings
5. Child Labour shall not be used
6. Wage shall be sufficient to meet basic needs
7. Working hours shall be reasonable
8. Working shall be based on fixed employment
9. Employees shall not be discriminated
10. If animal materials are used, animals must be treated with respect and if taking their lives it must be conducted by trained personnel using the least painful method available.

We understand and accept that Clipper is entitled to cancel orders and/or discontinue the cooperation if we do not comply with the Supplier Code of Conduct.

We grant Clipper access to check out the production facilities as well as the lodgings of the employees at any time.

Date

Name and signature

The sheet must be filled out signed and returned to
Clipper A/S , Nakskovvej 1, 7400 Herning - Denmark.

With this letter, I would like to inform you and your company about the fact that in fall 2012 Clipper has joined the **UN Global Compact**, the largest voluntary corporate social responsibility initiative in the world. It is a policy initiative for businesses, which at this moment connects more than 10000 corporations from over 130 countries. Each of these companies commits themselves to aligning their business practices with ten universally accepted principles, within the areas of human rights, labor, the environment and anti-corruption, and so have we.

As social responsibility is something that arises in every aspect of our business, it is also important that your company, as supplier of Clipper, is familiar with the UN global Compact and its principles. That is why we kindly ask you to thoroughly read through the document, which gives an overview of the ten UNGC principles that we support.

We are proud to be part of this global initiative and we are convinced that through collaboration, with our suppliers and customers, we are able to improve the conditions of people, animals and the environment around us.

We hope with this letter we have well informed you. If you have any questions, you can always contact us. For more information, you can also have a look at the website of UN Global Compact (www.unglobalcompact.org).

By signing below agreement, from 2013 onwards we hopefully together can start the journey and contribute to improving the shape of the world.

Best Regards

Anne Mette Frandsen,
Buyer, Clipper

Date:

I hereby confirm that we have read and understood the UNGC principles and are aware of the fact that Clipper supports these principles.

Company name and personal signature: