

CARE Danmark's Policy for Ethical Trade

CARE Danmark is a humanitarian organization that works with long term development in Africa and Asia rooted in the principle of empowerment. CARE Danmark is part of CARE International – one of the World's biggest humanitarian organizations.

CARE Danmark must ensure that ethical trade principles are being applied by vendors and in addition to this make sure to monitor if vendors comply with the requirements and principles during the entire process from production to delivery to CARE Danmark.

Because of this CARE Danmark is a member of Danish Ethical Trading Initiative (DIEH)¹. DIEH gathers Danish companies and organizations to collectively find balanced solutions in terms of ethical trade. CARE Danmark undertakes the commitment to implement and embed ethical trade in the organization as well as in the organization's value chain and to take action to continuously improve working conditions and environmental conditions.

Therefore, CARE Danmark will:

- Pay particular attention to human rights and labor standards when choosing vendors
- Demand that CARE Danmark's vendors can provide documentation that the entire process of production and distribution is complying with CARE Danmark's Ethical Trade guidelines
- Establish principles and standards which will ensure that products used by CARE Danmark are complying with CARE Danmark's Ethical Trade guidelines
- Motivate and cooperate with vendors who are not yet complying with Ethical Trade guidelines in order to help them apply Ethical Trade guidelines
- Have focus on ethics as a part of CARE Danmark's procedures when buying goods and services
- Facilitate dialogue between all stakeholders to create awareness and engagement to reach Ethical Trade targets
- Enhance conditions for social protection for employees in countries of production

All CARE Danmark's vendors must accept to comply with our Ethical Trade Policy. We wish to motivate and help both vendors as well as their partners and employees to understand and respect Ethical Trade

CARE Danmark are working through local partner organizations and NGOs. By doing so we support civic society in the collaborating countries. This will give the poorest of people a stronger voice, which helps them having an impact on their governments' policy as well as ensuring their right to food, water, land, health, participation and equality as well as showing how applying Ethical Trade can help both employer and employee to establish a secure and healthy working environment.

CARE Danmark's Ethical Trade Policy is based on the principles defined and communicated by Danish Initiative for Ethical Trade (DIEH) as well as international agreements, which among other things contain following principles:

- Employees should have the right to establish labor unions and ensure better work-related benefits
- All employees must receive a fair salary reflecting the laws of their country
- It is being expected that health and safety principles are being respected and that fair facilities are being provided for employees

¹ Dansk Initiativ for Etisk Handel (Danish Ethical Trading Initiative): <https://www.dieh.dk/about-dieh/>

- Forced labor is not accepted and no one at the workplace should be punished neither physical nor psychological
- Any kind of corruption is not accepted, and all processes must always be transparent
- Any kind of discrimination is forbidden
- Nobody should be forced to work overtime and in the case of overtime work, this must comply with existing laws
- Vendors are not allowed to misuse child labor
- All employments must be based on a legal contract
- The production and transportation of products must protect the environment as well as climate
- CARE Danmark retain the right to inspect production in order to ensure that agreements are being respected