

Corporate Social Responsibility Policy

Amo Toys A/S work to promote good labor and environmental issues in the supplychain.

We define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Importing products that are safe and good quality and meet all the requirements of legislation
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures with which we work.

We will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with stakeholders' best interests.

This Policy applies to activities undertaken by or on behalf of Amo Toys A/S.

All employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities.

Code of conduct

Our suppliers are required to fully comply with our code of conduct, which includes, but are not limited to cover human rights, workers' rights, environment and product safety. Suppliers and manufacturers must comply with national laws and regulations, with international guidelines and principals for human and labor rights and with the protection of the environment. AMO communicates and follows up the guidelines with our suppliers and subcontractors.

Principles

- **Decent working hours** – working hours per week, wages and overtime pay practices comply with standards set by law or collective agreements within the framework set out by the ILO
- **No child labour** – no one under the legal minimum age is employed in any stage of manufacturing, business partners must establish robust age-verification mechanism as part of the recruitment process
- **Special protection for young workers**, young persons are not allowed to work at night and the working hours do not prejudice their attendance at school or their capacity to benefit from training or instruction programs. Young workers are protected against conditions of work which are prejudicial to their health, safety, morals and development

- **No bonded, involuntary or forced labour** – workers have the right to leave work and freely terminate their employment after reasonable notice to the employer. No mental or physical disciplinary practices are accepted
- **No Precarious Employment**, work is performed on the basis of a recognised and documented employment relationship in compliance with national legislation and international labour standards. Employment relationship do not cause insecurity and social or economic vulnerability for the workers
- **Fair and equal remuneration** – wages are to be paid in a timely manner, regularly, and fully in legal tender. The level of wages is to reflect the skills and education of workers and shall refer to regular working hours, equal remuneration for work of equal value shall be provided to men and women.
- **No discrimination**- in employment practises on the basis of gender, race, age, religion, political opinion, sexual orientation, membership in unions, caste, marital status, disability, diseases or any other condition that could give rise to discrimination.
- **Freedom of association and collective bargaining** –workers shall have the right to join or form trade unions of their own choosing and to bargain collectively. In countries where trade union activity is unlawful or not allowed workers are allowed freely to elect their own representatives with whom the company can enter into dialogue about workplace issues
- **Sick and maternity benefits** to all workers as provided by law
- **Safe working environment**- complying with all local laws and requirements concerning risk protection and sanitation. Effective measures to prevent workers from having accidents, injuries or illnesses .The factory is properly lighted and ventilated, there are well-identified emergency exits and employees are trained in evacuation procedure. There must be adequate medical assistance available as well as protective safety equipment and safeguards on machinery
- **Healthy working environment**- adequate toilet facilities which meet local hygiene requirements, acces to drinking water, safe and clean eating and resting areas
- **Dormitory rooms and sanitary facilities to meet basic needs** –adequately ventilated, meet fire safety and other local laws in cases where factory provides housing to its employees
- **Ethical business practises** - partners are not involved in any act of corruption, extortion, embezzlement nor any form of bribery. Partners are expected to keep accurate information regarding their activities, performance and structure in accordance with applicable regulations and business practises
- **Protection of the environment** – necessary measures are taken to avoid environmental degradation and adequate measures to prevent or minimize adverse effects on the community, natural resources and the overall environment
- **All products must comply to applicable EU standards, laws and Directives**