

WENAAS WORKWEAR AS
Restricted Substances List (RSL) - Supplier commitment



EU harmonized legislation

The regulatory framework for EU/EEA is directed by EU/EEA harmonized legislation that includes EU regulations that are immediately enforced in all EU/EEA countries and EU directives that are implemented in EU/EEA national legislation over a certain period.

- ✓ Current EU/EEA regulations with a certain focus on hazardous chemicals in articles that are the overall legal framework in EU/EEA:
- ✓ REACH (EC Regulation 1907/2006 with amendments)
- ✓ POPs regulation (EC Regulation 850/2004 with amendments)
- ✓ Biocide regulation /EC Regulation (EC Regulation 538/2012 with amendments)
- ✓ Product safety regulations.

Due to EU Harmonized Legislation, for Wenaas Workwear AS, it is of critical importance to make sure that none of the materials used in our products violates the EU Harmonized Legislation or contains residues of substances that might be harmful to the customer under any circumstances. Wenaas Workwear AS is also openly committed to ensuring that we as far as technically possible avoid materials that contain substances with known negative consequences for the natural environment.

The specifications on the chemical content in textiles, e.g., fabrics, garments, leather products e.g., gloves, and shoes comprise a part of our company's buying terms. The same applies for the specific requirements regarding content of hazardous chemicals in packaging materials.

It is the responsibility of the supplier to inform subcontractors, dyeing and finishing mills and other parties involved in the production process, of these terms.

The values specified in the Wenaas Workwear AS Restricted Substances List (RSL) with its Appendix should be considered as a maximum and may never be exceeded. Goods containing harmful substances exceeding the maximum values specified in the Appendix are deemed to be defective. They thereby fail to fulfill the requirements in our buying terms, and we therefore reserve the right to cancel the orders in question, demand damages, or take other action in accordance with the Wenaas Workwear AS general terms of purchase.

Wenaas Workwear AS, as the buyer, reserve the right to conduct inspections and tests on ordered lots at any time and at any stage of production. Wenaas Workwear AS also retains the

right to require the supplier to perform specific tests for specific orders, at the suppliers' own expense, to ensure that the requirements are being complied with.

Wenaas Workwear AS requires that the supplier shall sign the certificate of compliance with Wenaas Workwear AS Restricted substances list (RSL). By signing the certificate of compliance, the supplier agrees that they will be held liable for all losses and damages suffered by any entity in the Wenaas Workwear AS in case harmful substances, as stipulated in the RSL are being found in any of the materials, components, or products with actual values above the mentioned maximum value which are set forth in this document effective from the date of the signature.

Further, the supplier acknowledge that it is a material breach of contract in case a harmful substance, as stipulated in the RSL are being found in any of the materials, components, or products with actual values above the mentioned maximum value which are set forth in this document effective from the date of the signature. This material breach of contract gives Wenaas Workwear AS the right to terminate all contracts with the supplier immediately and without any notice.

Furthermore, Wenaas Workwear AS requires that all textile and leather products delivered by the supplier, at least shall meet the criteria listed in the Oeko-Tex Standard 100 Product Class II. However, we do not always require that the product be certified according to the Oeko-Tex Standard 100 Product Class II. In such cases where Wenaas Workwear AS require that the whole product or components of the product shall be certified according to Oeko-Tex Standard 100 Product Class II Wenaas Workwear AS will communicate this specifically to the supplier and this requirement will be included in the order contract.

Wenaas Workwear AS Restricted Substances List (RSL)

Wenaas Workwear AS is a member of The Swedish Chemicals Group and has therefore, incorporated the limit values of the Group's Chemicals Guidance Document Chemicals guidance; Information on authorization and restrictions of substances used in textile and leather processes and products, into this Restricted Substances List (RSL). The guidance document is found as Appendix and is continuously updated to reflect changes coming from the EU Harmonized Legislation.

All textile & leather products, including accessories, shall at least meet the criteria specified in the Oeko-Tex Standard 100 Product Class II.

In addition to the restrictions listed in the Oeko-Tex Standard 100 Product Class II, all products must be in compliance with the restrictions listed in Appendix. Limit values for the product related chemicals in this Appendix overrule the limit values of the Oeko-Tex Standard 100 Product Class II unless the limit values of the Oeko-Tex Standard 100 Product Class II are higher.

Specific requirements regarding content of harmful chemicals (Substances of Very High Concern - SVHC) in all our products and packaging materials.

All our products and packaging materials used for Wenaas Workwear AS orders must be in compliance with EU harmonized legislation and their amendments. The latest updates are always available for access through the following link: <http://echa.europa.eu/regulations>

Compliance commitment with Wenaas Workwear AS Restricted Substances List

By signing this document, the supplier certifies that all articles delivered by the supplier to Wenaas Workwear are produced in compliance with the Öeko-Tex Standard 100 Product Class II and all additional restrictions related to residues of harmful substances listed in Appendix of the Wenaas Workwear Restricted Substances List. The supplier accepts to be held liable for all losses and damages suffered by Wenaas Workwear, in case harmful substances, as stipulated in the Appendix enclosed to this certificate, are being found in any of the materials, components or products with actual values above the mentioned maximum values which are set forth in the Öeko-Tex Standard 100 Product Class II and the Appendix included in the Wenaas Workwear Restricted Substances

List, effective from the date of signature. Wenaas Workwear will ensure that its nominated suppliers are in compliance with RSL.

Furthermore, by signing this document the supplier commits to:

1. Communicating the Wenaas Workwear Restricted Substances List with Appendix to all its subcontractors as well as accessory and chemicals suppliers, and ensure that they are in compliance with the Wenaas Workwear Restricted Substances List,
2. At own cost conduct relevant lab tests to verify compliance with the Wenaas Workwear Restricted Substances List and upon request send Wenaas Workwear a copy of the test report,
3. Stay continuously updated with latest version of the Appendix and Wenaas Workwear Restricted Substances List, available for booking at csr@wenaas.com By effect, this means that the supplier also must comply with restrictions on substances added to the Wenaas Workwear Restricted Substances List after the date of supplier signing the document. Wenaas Workwear will notify its suppliers whenever the RSL is updated.
4. Stay continuously updated with the EU Harmonized legislation and additionally with REACH Candidate List of Substances of Very High Concern for authorization of the Regulation (EC) No 1907/2006 of the European Parliament and of the Council (REACH):
<https://echa.europa.eu/candidate-list-table>

Wenaas Workwear reserves the right to, at any time, conduct its own random tests to ensure that articles produced for Wenaas Workwear are in compliance with the Restricted Substances List.
Liquidated damages clause regarding violations of the Wenaas Workwear Restricted Substances List

If articles produced for Wenaas Workwear are found to contain prohibited amounts of substances specified in the Wenaas Workwear Restricted Substances List after shipment and payment to supplier has taken place already, supplier shall pay a fine of minimum the amount Wenaas Workwear was invoiced by the supplier for the damaged goods. If Wenaas Workwear can document that losses are larger than the amount invoiced by the supplier, the fine shall be adjusted accordingly. Suppliers will also have to ensure that a) articles remaining to be produced for Wenaas Workwear no longer exceed the restricted substance's limit values, and b) the goods are approved by Wenaas Workwear prior to next shipping/transportation.

Supplier: _____

Address: _____

Phone: _____

Email: _____

Date: _____

On behalf of the Supplier: Company Stamp/Seal

Signature: _____

Name in print: _____

Position: _____

This document must be signed by a duly authorized representative of the company and returned by email to your contact person in Wenaas or csr@wenaas.com

Appendix

See document 'Chemicals Guidance, Information on authorization and restrictions of substances.