

# Partnership Principles



## Introduction

Ducky Dons is a traditional Dutch company with two modern production facilities in Ermelo, the Netherlands. Ducky Dons specializes in feather and down duvets and pillows. Here all down and feathers are washed, dried, sorted and processed into pillows and duvets of the highest quality. From here, our comforters and pillows find their way to many satisfied customers in the Netherlands, Belgium, Germany and many other countries.

The combination of modern computer techniques and years of craftsmanship leads to a high-quality and durable product that guarantees optimum sleeping comfort every time! We also carry other materials such as organic cotton and synthetic fibres in our broad product range, to be able to provide all customer demands.

Our core values are comfort, quality, sustainability and craftsmanship. Running our business responsibly and punctual deliveries are part of the Ducky Dons DNA. This has enabled us to achieve a leading position as the market leader in comforters and pillows.

### **Goal of the Partnership Principles**

We are aware that we cannot do this on our own, therefore we value a healthy and transparent business relationship with all our partners. The Ducky Dons Partnership Principles document communicates all of our values when it comes to maintaining a successful and honest partnership.

At Ducky Dons we believe that facilitating a clear dialogue forms the basis of a transparent relationship. The goal of this document is to communicate all important partnership principles that we wish for our (future) partners to adhere during a partnership with Ducky Dons.

The Ducky Dons partnership principles are:

- Honest and open communication
- Striving for the best product quality possible
- Focus on long-term relationships and the wellbeing of workers according to our Code of Conduct
- Working together on chain transparency, innovation and sustainability

Adhering to our partnership principles enables us to strive towards a more transparent supply chain. This helps us to have a more positive impact on a variety of topics that are mentioned in our Code of Conduct.

### **What we ask you to do**

1. Read the following:
  - a. Ducky Dons Code of Conduct (CoC). After reading the CoC please send a signed version to our office per e-mail.



In addition to the Ducky Dons Supplier CoC, we hereby also confirm that we have received, read and understood the content of the following documents:

- Ducky Dons B.V. Child Labour Policy
  - Ducky Dons B.V. Animal Welfare Policy
  - Ducky Dons B.V. Chemical Management Policy
2. Please share with us your latest amfori BSCI audit report. If you cannot send us this report, please fill out the Partner Assessment and Social Compliance Checklist. After filling out these documents please send it to our office.
  3. Please fill out the Ducky Dons Production Location Overview. After filling out the Excel document, send it to our office per e-mail.

Ducky Dons will evaluate all the documents that have been received. After the evaluation phase you (producer, supplier or other) will receive a partnership confirmation by e-mail.

Should you have any questions regarding the information in this document, do not hesitate to contact us.

On behalf of the Board of Directors of Ducky Dons Nederland BV

R. van Nieuwenhuizen  
Commercial Director

## Appendix 1: Partnership Principles Checklist

Ducky Dons B.V. asks all her partners within the supply chain to fill out and provide us the following documents:

Document		Checkbox
1	<p>A signed Ducky Dons Code of Conduct within a timeframe of 14 days after receiving the document.</p> <p>By committing to our CoC, you commit to our other policies as well, being:</p> <ul style="list-style-type: none"> <li>• Ducky Dons Child Labour Policy</li> <li>• Ducky Dons Animal Welfare Policy</li> <li>• Ducky Dons Chemical Management Policy</li> </ul>	
2	<p>The latest social-compliance audit/findings report by amfori BSCI</p> <ul style="list-style-type: none"> <li>• If you are not able to provide us an amfori BSCI audit report, please fill out the partner assessment and social compliance checklist within a timeframe of 14 days after having received the documents.</li> </ul>	
3	<p>A complete suppliers Product Location Overview (Excel), within a timeframe of 14 days after receiving the document.</p>	

Please make sure to use the checklist above, to make sure every item has been covered. Should you have any questions please do not hesitate to contact us.

