

## **QHSE: Quality - Health - Safety - Environment**

### **Quality policy**

#### **We will:**

Aim for new production plants to live up to the best available techniques, both technically and environmentally.

Prevent quality errors where possible and implement ongoing improvements in processes, products and conducts.

Monitor and register results from product and process controls, errors in processes and products as well as feedback from both employees as well as customers and suppliers.

Comply with legislation and regulatory requirements as well as requirements in ISO 9001:2015.

Train employees for active participation in the quality work.

Cooperate with selected suppliers and customers improving products and processes.

Our quality related KPIs are recorded in action plan number 0001.

### **Environmental policy**

#### **We will:**

Continuously improve the environmental management system.

Enter into open dialogue with the outside world on environmental issues.

Collaborate with our customers to create better environmental solutions and display the efforts and the ongoing improvements to customers, employees and society.

Ensure prevention against pollution, including environmental incidents by involving all employees and make them work for the environment.

Reduce waste and energy consumption and continuously improve environmental conditions throughout the company.

Achieve additional environmental benefits by demanding environmentally friendly products and services from our suppliers.

Commit to comply with environmental legislation.

Educate employees to have the necessary environmental skills.

## **Occupational Health and Safety policy**

### **We will:**

- Prevent accidents at work and work-related illnesses.
- Continuously improve the working environment and the working environment management system.
- Ensure that the work is carried out at least as a minimum in accordance with relevant legislation.
- Make the necessary resources available.
- Ensure through education that everyone contributes to creating safe and healthy workplaces and that everyone strives for a high standard for the working environment.
- Ensure that the managers are involved in the work environment work.
- Ensure that all employees and managers at all times have the relevant work environment competencies.
- Ensure that an open and active dialogue exists between employees and managers.
- Ensure that the company's smoking policy is observed.

## **Ethical Rules**

1. We support and respect the protection of internationally proclaimed human rights.
2. We ensure that we do not contribute to the violation of any human rights.
3. We maintain the freedom of association and recognize the right to collective bargaining.
4. We support the abolition of all kinds of forced and compulsory labor.
5. We support the total abolition of child labor.
6. We have abolished discrimination in employment and occupation.
7. We support a precautionary approach to environmental challenges.
8. We undertake initiatives to promote environmental responsibility.
9. We encourage the development and diffusion of environmental-friendly technologies.
10. We work against all forms of corruption, including extortion and bribery.

Hørning, 05-05-2020

A handwritten signature in blue ink, appearing to read "S. Kruhøffer".

Søren Kruhøffer

CEO