

HSE POLICY STATEMENT

We are aware of our responsibility for our employees as well as for the environment.

The establishment of an environmental and operational safety management (AMO), the obligation to comply with related laws and regulations as well as cooperation with authorities and the public all reflect our acknowledged and committed awareness of the need for environmental protection and operational safety and health.

HSE and social responsibility are key issues for us and always on top of the agenda in internal and external relations. All employees receive a safety training on their first day in the job. This is followed up by a training in our Safety, Quality and Delivery program (SQD) and an introduction to our HSE goals by our management.

	POLICY	TARGET
HEALTH	<ul style="list-style-type: none"> Solutions ensuring a good work environment, which do not cause stress on the environment, yet fulfill the customers' requirements AMO (Work Environment Organization) organization to ensure best in class work environment in line with Danish National regulations Screening of raw materials to make sure that they are in line with National and EU regulations (smoke, fumes, migration, etc.) 	<ul style="list-style-type: none"> Sick leave < 2,5% Analysis of sick leave to reduce sick leave related to workload or environment Yearly one-to-one meetings with employees and management to track working environment Focus on job variation
SAFETY	<ul style="list-style-type: none"> Safety first Risk assessment of equipment according to "Maskin Direktivet" under Danish National Law Tracking and evaluation of all accidents and Near-By-Accidents and implement improvements to safety 	<ul style="list-style-type: none"> Zero serious accidents Risk assessment of all new equipment according to "Maskin Direktivet" under Danish National Law Tracking and evaluation of all accidents and Near-By-Accidents
ENVIROMENT	<ul style="list-style-type: none"> Focus on environmental issues locally and globally <ul style="list-style-type: none"> Evaluating suppliers and their environmental policy Ensure that all methods and products are produced with a minimum environmental impact and consumption of resources. Optimization of packaging solutions to reduce waste Prevent of pollution and minimize energy consumption Products in compliance with, and preferably ahead of, current legislation on environment and health <ul style="list-style-type: none"> REACH / RoHS documentation for all raw materials and additives (latest update July 16th 2019) Reuse waste from production – Remains sorted and collected for external reuse Recycling of cooling water 	<ul style="list-style-type: none"> Minimize waste to < 12% Reuse waste from production – remains sorted and collected for external reuse Effective clean-up in case of damaged goods during loading and unloading on grounds Recycling of cooling water Reduction of energy consumption
SOCIAL RESPONSIBILITY	<ul style="list-style-type: none"> Ensure a responsible working environment that respects international laws on child labour, forced or compulsory labour, discrimination, working hours, etc. 	<ul style="list-style-type: none"> Comply with the international standard Social Accountability 8000 (June 2014)

Our goal is to ensure a perfect working environment with no injuries, accidents or negative impact on the environment. The management and all our dedicated employees are striving to achieve this goal and above targets.


Peter Rosenkrands
CEO

