



CSR policy of Hans Følsgaard A/S

CSR refers to our company taking responsibility for our impact on society.

Hans Følsgaard A/S's vision is to be our customers' preferred partner for technology within our line of business. Working towards our vision and running our business we wish to contribute to a sustainable development for individuals, society and the environment.

It is our CSR ambition to maintain a high level of responsibility developing and running our business. Our main effort is put into employees and suppliers as these are the areas in which we can make the biggest difference. We will at the same time be mindful of how we can develop and influence our customers and community in a positive and responsible direction.

To make sure that we live up to our ambition on a high level of responsibility and to avoid unnecessary risks in our value chain we have conceived this CSR Policy. Our CSR policy has been adopted to protect and future-proof HF as a company and a workplace.

The policy is the framework for our activities and our company profile as an attractive workplace and business partner.

Our CSR policy is based on the fact that we observe the law and common practise. 1 December 2012 HF joined the UN Global Compact and it's 10 principles covering the areas of human rights, labour, the environment and anti-corruption.

We focus on our suppliers whos social responsibility we wish to encourage through dialogue and cooperation. Consequently, we have made a HF Supplier Code of Conduct, which is the fundamental basis for dialogue, cooperation and audit of our suppliers on social responsibility.

HF Supplier Code of Conduct's point of departure is our desire to encourage human rights, labour, environment and anti-corruption

Human Rights

We support and respect the protection of international human rights. This applies to both civil and political as well as economic, social and cultural human rights.

We strive to prevent human rights violations and we will rectify should we be involved in such.

We engage in the local community in which we operate. We assess whether our activities have an impact on human rights in the local community. If so, we will make sure that our activities do not risk violating human rights.

We strive to ensure protection against product defects that might cause either harm to life, human health and safety or negative impacts on the environment.

We respect privacy.

We do not discriminate on the basis of race, color, religion, creed, sex, sexual orientation, gender identity, national origin, ancestry, disability, trade union membership or any other reason recognized by human rights. This apply internally to our employees and externally to our value chain.

We value our employees and ensure good employment conditions. We follow all applicable laws and agreements in relation to wages, working hours, rest, vacation, maternity leave and other employment conditions.

We support our employees' personal and professional career development opportunities through education, training and recurrent staff development interviews.

19.04.2013

1

HANS FØLSGAARD A/S

THEILGAARDS TORV 1 TEL: +45 4320 8600
DK-4600 KØGE FAX: +45 4396 8855

ELLEMOSEN 4
DK-8680 RY

TEL: +45 8788 7700
FAX: +45 8788 7789

hf@hf.net
www.hf.net

VAT/CVR NR.:
DK 55 02 88 18



We offer our employees a healthy physical and psychological work environment. We have policies, procedures and training in health and safety ensuring that our employees can perform their work in a manner that is safe and without risks.

We work for employee well-being, a healthy social environment and for health promotion activities.

HF is an international company and as such we respect differences in culture and traditions. We want relationships at work characterized by inclusiveness, mutual trust and respect.

We will not tolerate people being subjected to any kind of punishment, coercion, bullying or harassment.

Labour rights

We will not tolerate discrimination and we work for equal opportunities for present and future employees.

We make decisions relating to employment or employment conditions on the basis of objective criteria only.

We recognize our employees right to freedom of association and collective bargaining.

We discountenance forced labour and child labour. If we hire young labour at the age between 15 and 18 years they are not allowed to perform dangerous or night work.

All employees receive a written and comprehensive contract of employment.

Environment

We comply with environmental legislation through continuous training and control.

We work systematically to reduce our environmental impact and to promote greater environmental responsibility.

We support a precautionary approach to environmental challenges.

We seek to limit our heat and energy consumption and CO2 emissions.

We strive to reduce our consumption of materials, waste, water and our production of noise, odours and dust.

We are working for the development and diffusion of environmentally friendly products and technologies.

Anti-corruption

We want all our external relationships to maintain a high level of integrity and accountability.

We shall refrain from any form of corruption and bribery carried out in order to exert improper influence on public officials, judges, or business associates.

We refrain from receiving or accepting any form of corruption or bribery.

Our agents, intermediaries, consultants or others acting on our behalf are subject to this obligation not to participate in corruption or bribery.

Reporting

When it comes to CSR and our environmental, social and economic impacts on the environment, we want to document the most important initiatives and results. We therefore present relevant CSR information in our annual report to the UN Global Compact, which will also be available on our website.

19.04.2013

2

HANS FØLSGAARD A/S

THEILGAARDS TORV 1 TEL: +45 4320 8600
DK-4600 KØGE FAX: +45 4396 8855

ELLEMOSEN 4
DK-8680 RY

TEL: +45 8788 7700
FAX: +45 8788 7789

hf@hf.net
www.hf.net

VAT/CVR NR.:
DK 55 02 88 18