

## Purpose

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The purpose of this CSR policy is to describe AH Industries view on CSR and to ensure it is reflected on all levels of the organization and in relations to the world around us.

The overall goal is that all employees and business partners act in accordance with our Code of Conduct.

## Scope

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All business units in AH Industries

## Exceptions

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None

## Policy

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As part of the overall strategy we aim to build strong working relationships to our business partners.

Cooperation and innovation also reflects our approach to CSR where we continuously work to improve our efforts in close cooperation with our owners, customers, suppliers, employees and the local community.

At AH Industries, CSR means to do business in a responsible manner, balancing our financial, social and environmental responsibility - also known as the Triple Bottom Line. This balance of responsibility is an integrated part of strategy and every-day activities. We know that we have an impact on customers, employees, environment and society. In order to fulfill our social responsibility, we do our best to perform our activities based on ethical principles and standards.

We respect the ten principles of UN Global Compact on human rights, labour rights, environment and anti-corruption. We set high standards for business performance, to both ourselves and our suppliers, as communicated through our Code of conduct.

We review our CSR policy annually while continually striving to improve our CSR efforts.

## 1 Focus areas

We have defined five overall focus areas to concentrate our efforts around:

- **Business Ethics**  
We demonstrate honesty and integrity in our relations with, owners, colleagues, authorities, customers, suppliers, partners, organizations and other business relations. We have established a Code of Conduct as an internal set of rules of ethical behavior for AH Industries. Our Code of Conduct contains the standards that every AH Industries employee must comply with.
- **Diversity, Development and Equal Opportunity**  
We respect Human Rights. We are a diverse workplace with room for all types of employees no matter sex, religion, ethnic/social background, political view, age or sexual orientation. Being a diverse workplace also means that we give room for

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employment of disabled people and people with reduced ability to work. In support of being a diverse workplace as well as ensuring equal opportunity and engaged employees, we perform systematic and complementary activities with focus on employee development and satisfaction.

- **Health and Safety**

We work to secure our employees a safe and healthy working environment, proactively preventing industrial injuries and work related injuries. No work related situations at AH Industries should expose our employees to danger or endanger their health. Furthermore all production units are certified according to the occupational health and safety standard OHSAS18001.

- **Environment and Climate**

We work to secure that all activities are performed with much environmental care and with a focus to continuously initiating energy and environmental improvements. All production units are certified according to the environmental standard ISO14001, and we work to reduce pollution and other environmental hazards from our production facilities. We will at all times abide to local environmental law and demand the same of our suppliers.

- **Responsible Supplier Management**

We work to secure safety in our supply chain by demanding of our suppliers that they act in compliance with UN Global Compact through our Supplier Code of Conduct. If a supplier fails to comply with this we will enter into a constructive dialogue with the supplier about implementing corrective actions.

This CSR policy is reflected in our group policies; Code of Conduct, HR Policy, Gender Equality Policy, Environment and Climate Policy, and Occupational Health and Safety Policy.

## 2 CSR Ressources

### *Denmark:*

- To secure employee influence, engagement and communication, all operating units in Denmark are represented in the occupational health and safety and environment organization.

### *China:*

- Occupational health and safety in compliance with local legislation.
- Environmental organization represented by local appointed environmental responsible.

Corporate -CMA(CSR)

CMA.00.42 Version : 6.0

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## Responsibility:

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The head of CSR is overall responsible for training and implementation, including compliance between daily operations and this procedure.

## Archive:

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N/A

*Retention time:*

0 years.

## References

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*ISO9001: N/A*

*ISO14001 : N/A*

*OHSAS18001: N/A*

*Internal references:*

None.