

## Danmatic's work on the UN's Sustainable Development Goals

# Danmatic ESG Policy

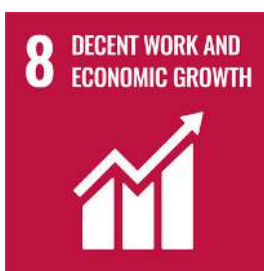
ESG and sustainability are an expression of corporate social responsibility and are about the way we work to tackle environmental and climate challenges for the benefit of our employees and the wider community. Based on our values and as a major brand in our segment, we recognise that we have a responsibility and an obligation to continue to lead the way.

ESG focus areas in Danmatic's value chain  
We have chosen to work on the following focus areas at Danmatic:

- **Suppliers**
- **Own production**
- **Customers**

### Danmatic's work on the UN's Sustainable Development Goals (SDGs)

At Danmatic, we have been working purposefully with the SDGs to identify where we, as a company, can make the most difference, and we have chosen to start with Goals 8, 9 and 12.



#### Decent work and economic growth.

Danmatic strives to create decent work and economic growth for our employees, and through the machines we develop and manufacture. We strive to develop machines that improve the working environment, resources and production efficiency.



#### Industry, innovation and infrastructure.

Danmatic wants to be part of an inclusive, sustainable industrialisation process that, together with innovation and production optimisation, unleashes dynamic and competitive economic forces that generate employment and revenue for our customers.



#### Responsible consumption and production.

Sustainable consumption and production are about doing more and better with less, which is why we always thrive on reducing material use and energy consumption throughout the lifecycle of Danmatic's machines.



### ESG policy

ESG and sustainability are an expression of corporate social responsibility and are about the way we work to tackle environmental and climate challenges for the benefit of our employees and the wider community. Based on our values and as a major brand in our segment, we recognise that we have a responsibility and an obligation to continue to lead the way. We consider responsibility a key-word to being a successful company.

Danmatic aims to demonstrate the highest level of social responsibility towards our employees. We support the abolition of child and forced labour and condemn all forms of discrimination. Danmatic values freedom of association and acknowledges the right to collective bargaining. We want to be a tolerant workplace where every employee thrives and can develop and create a good work-life balance.

Danmatic uses the word "environment" broadly, encompassing the working environment, the product environment and the external environment. Danmatic will work systematically to create sustainable and climate-friendly products as an environmentally responsible company. Danmatic takes an integrated approach to our production and products' environmental and climate impact on our

employees, customers and the environment. Danmatic strongly opposes all forms of corruption, extortion and bribery.

### Our suppliers

Danmatic's suppliers must comply with the following Code of Conduct.

- Danmatic reserves the right to regularly inspect and verify that suppliers comply with the Code of Conduct.
- Danmatic's suppliers may not directly or indirectly use forced or compulsory labour.
- Danmatic's suppliers must not be directly or indirectly involved in child labour. In principle, children should not work until they are over compulsory school age. Light work/recreational work that does not interfere with children's education is permitted under local law. Employees under the age of 18 are not allowed to do dangerous work or work at night.
- Danmatic's suppliers shall not discriminate, directly or indirectly, based on race, colour, sex, disability, language, religion, political or another

opinion, age, nationality, social or ethnic origin, property, sexual orientation, ancestry or another status.

- Danmatic's suppliers must not interfere with or prevent employees' right to join a trade union and their right to collective bargaining.
- Danmatic's suppliers must provide all employees with a safe and healthy working environment. The supplier shall formulate and adhere to written occupational health and safety policies and procedures.
- Danmatic's suppliers must ensure that employees are not subjected to physical punishment, threats of violence or other forms of physical or psychological coercion or abuse. Suppliers must comply with local laws and regulations on minimum wages, and employees must be paid a wage that allows them to maintain a reasonable standard of living (a living wage). Employees must have written confirmation of employment conditions.

Danmatic's suppliers must establish and maintain procedures to prevent and manage environmental problems and industrial accidents that may

affect and harm the surrounding community and environment. Suppliers shall seek to minimise the environmental impacts of their activities, products and services by using environmental management systems to:

- **Reduce waste and emissions to the air, soil and water.**
- **Handling chemicals in an environmentally responsible manner.**
- **Handle, store and dispose of hazardous waste in an environmentally friendly manner.**
- **Contribute to the recycling and reuse of materials and products.**
- **Implement environmentally friendly technologies.**

Danmatic's suppliers must ensure responsibility in the product's design, as well as in the production and testing of the products, so that they do not harm anyone, either during or after the product's manufacture. Danmatic's suppliers shall not directly or indirectly use or benefit from any form of corruption or bribery.



### Our customers

Danmatic's Sales Ethics refer to a Code of Conduct that ensures all customer leads and customers are treated with respect, fairness, honesty and integrity, which means that Danmatic puts the people we sell to first. We respect their choices and opinions rather than imposing our agenda on them. The focus of the Danmatic sales organisation is a set of primary sales focus points for our customers:

- **We respect the customer's decision.**
- **We never attack our competitors.**
- **We never promise more than we can deliver.**
- **We communicate honestly.**
- **We treat all customers with fairness.**
- **We do not give our customers gifts, bribes or other forms of reward.**

We never support or participate in corruption, bribery, kickbacks, or cartel relationships.

When we market Danmatic as a company and Danmatic's products, we market the company and the products honestly, and we never promise more than we can deliver. We aim for the highest marketing standards and ensure that people outside the company are not misled in any way. We do our best to ensure that all employees are aware of Danmatic's wishes and Code of Conduct and are free to bring deviations of any kind to the attention of the company's management.

### Danmatic's production and employees

Danmatic wants to always be as an attractive and caring workplace where the company spirit is trustworthy for the individual. We work purposefully and systematically to prevent, maintain and develop a safe and healthy working environment that is developmental for all employees at the company. We always want to be an attractive place to work and one we can be proud of:

- Management ensures that work on health and safety is dynamic by involving, motivating and training employees to take responsibility for and act on all matters concerning their and their colleagues' health and safety.

- At a minimum, the company complies with legislation and other occupational health and safety regulations.
- The company prevents illness and occupational injuries and improves the working environment with inspections, measurements and assessments as a basis for specific actions.
- That the responsible manager informs all employees of the safety instructions in force at the company.

Violating applicable safety instructions and procedures may result in a warning and immediate suspension or dismissal in case of repetition.

Staff appraisals are held once a year, focusing on developing the employee and maintaining a high level of employee satisfaction.

Employee satisfaction surveys are conducted once a year.

A workplace risk assessment, including an analysis of the psychological working environment is carried out at the end of August at least every 3 years. Danmatic works to ensure a high level of material health in the components used in the company's products. The goal is that the materials used in Danmatic machines have a high material recycling rate.

Danmatic is committed to complying with the Waste Sorting Act for Danish companies. Danmatic sorts its waste into 10 different waste fractions.