



Corporate Social Responsibility for Hougaard & Koefoed A/S

At Hougaard & Koefoed, we want to add value and take responsibility for the way our business affects society, while at the same time delivering the best quality and service to our customers. Fundamentally, we want to behave responsibly both individually and as a company.

To ensure that we live up to the ambition of our responsibility, we have drawn up a CSR policy. Our CSR policy forms the framework for our activities and for our profile as an attractive employer and business partner.

The CSR policy is based on our compliance with all laws and regulations and is described in the following 5 main points:

1. Human rights

We will support and respect the international human rights contained in the UN's "The International Bill of Human Rights". We will assess our current and potential negative impact on these international human rights. We will remedy negative impacts on human rights in the event that we become involved in such.

We will respect the privacy of our customers and our employees.

We will work to ensure non-discrimination and equal opportunities. This applies internally with regard to our employees and externally in our supply chain.

2. Employees

We will ensure that our employees have employment frameworks that will always follow applicable laws and collective agreements within our areas with regard to the payment of fair wages as well as other employment conditions. We will work to ensure that our employees have job development opportunities by offering education and training.

We want to provide our employees with a safe and healthy working environment.

We will protect our employees from corporal punishment, psychological coercion or harassment.



3. Workforce

We will recognize our employees' right to freedom of association and collective negotiations.

We will condemn forced labor and child labor. If we employ young employees between the ages of 15 and 18, they must not perform hazardous work or night work.

Hougaard & Koefoed follows *WEA's instructions and rules for this area.

We will not discriminate in the workplace on the basis of age, sex, race, colour, disability, religion or belief, language, national or social origin, trade union membership or any other grounds of discrimination recognized by international or national law. We will only make decisions regarding employment and employment on the basis of relevant and objective criteria.

** The Danish Working Environment Authority*

4. Environment

We will comply with environmental legislation, including through ongoing training and monitoring.

We will work systematically to continuously improve environmental results to reduce our impact on the environment and to promote greater environmental responsibility.

Hougaard & Koefoed has a clear and well-defined Environmental Objective & Policy that is available to all stakeholders on our website www.h-k.dk.

5. Anti-corruption

We will maintain a high degree of integrity and accountability in all our external relationships, and we will not engage in corruption or bribery. We will not offer, promise or give any type of bribe to improperly influence officials, judges or business associates.

We will also refrain from receiving or accepting any bribes.

Our employees acting on our behalf are subject to this obligation not to engage in corruption or bribery.

Hougaard & Koefoed as

Ole Schou Nielsen
Managing Director CEO