



Code of Conduct



Introduction

We at EXPO-NET Danmark A/S conduct honest, fair, and trustworthy business. We see it as our obligation to assure all interested parties of our responsibility and the way we conduct business. We strive to take responsibility and understand the importance of the environment, society and our employees.

We expect all of our business associates, to adhere to the guidelines below as an active part of our business relationship.

If the following guidelines are not adhered to or are in breach, EXPO-NET reserves the right to terminate the cooperation with the business associate.

Compliance with Legislation

EXPO-NET tries at all times to comply with all relevant and applicable laws local, national, and international.

Child Labour and Young Workers

EXPO-NET does not accept any use of child labour. We support and respect the internationally declared human rights. Child labour is defined as 'work done by a child'. In this context, we adhere to International Labour Organization's (ILO) convention 138 (in which the countries in question are listed) on not to use labour done by a child under 15 years or 14 years respectively.

We sharply distance ourselves from financial exploitation of children and any other activities that may be considered dangerous or harmful to children's health, safety or morale.

If we employ young workers above minimum age, but under 18 years, we ensure that they are employed to perform work that cannot jeopardize their health, safety and morale, and that the job is within applicable legislation.

Discrimination

EXPO-NET does not accept any kind of discrimination related to work or other conditions of employment. We respect people's diversity due to race, religion, gender, age, nationality and/or sexuality.

Employment, wage, education, promotion, resignation, pension or other related decisions are always to be based on legal regulations and objective criteria such as individual competences and the ability to do the given job in a sufficient way.



Fair Treatment

EXPO-NET does not accept that employees are exposed to any physical punishment, threats of violence, physical, sexual, psychological or verbal harassment, abuse in the workplace or in work-related circumstances.

Forced Labour

EXPO-NET does not accept any kind of forced labour. Furthermore, we do not accept work that is related with punishment, slavery or any other kind of work that is carried out against the person's own will.

Work Environment

EXPO-NET takes pride in ensuring great working conditions for our employees – physical as well as psychological.

Safety in the workplace is very important to us. For that reason, we constantly work to reduce work related injuries and accidents. We make sure that our employees get the necessary and adequate training in connection to the given job. Furthermore, all accidents and “close-to-accidents” are registered. The safety representative is informed/contacted if an injury or accident should occur, to facilitate continuous improvements.

EXPO-NET ensures that our employees are not exposed to any harmful processes, chemicals, substances or any dangerous external factors.

There are always healthy and hygienic facilities at disposal to the employees i.e. clean toilet and showering facilities to all genders.

Hours of Labour and Wages

EXPO-NET strives to comply with national legislation and regulations in association with working time. Wages, notifications, benefits and overtime pay comply with national legislation and regulations as a minimum.

The Right to Privacy

EXPO-NET appreciates the employees' right to privacy when the company gather and stores private information and/or introduces employee monitoring.

Liberty of Association

EXPO-NET's employees have the freedom to join any association of their choice in protecting their employment interest.

Environment

EXPO-NET abides all the national demands applicable to the environment. We work targeted to lower our emission to air, water and ground. We also enhance the efficiency of the use of our resources, in addition, we comply with the current REACH-regulation and the RoHS-directive.

Business Ethics

EXPO-NET commits to comply with ethical and integrity principals in all business activities. We have clear guidelines empowering our employees to make reasonable and responsible ethical decisions. Furthermore, we emphatically oppose all kinds of corruption, including blackmailing, bribery or other kinds of illegal incentives that can lead to an unlawful competitive advantage.

The Suppliers Observance of the Code of Conduct

We at EXPO-NET expect our suppliers to implement the guidelines of this Code of Conduct, and it is a minimum requirement that our suppliers comply with the local legislations and regulations in the countries in which they operate. In addition, we expect that our suppliers can document a redistribution of the Code of Conduct claims to any sub-suppliers.

Contact

If business associates have any questions or comments to the Code of Conduct, please contact EXPO-NET's management.

