



Code of Conduct

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PolyTech is a global engineering company based in Bramming, Denmark. We work in the wind and oil/gas industries, in aviation and automotive, and we design high-quality products for use in extreme environments.

We are an *innovative, dynamic and professional* company, and our vision is to be the preferred full-service provider of complex, high-quality, pre-fabricated solutions for demanding industries. We work closely with our customers through all stages of the value chain and develop ideas, products and processes.

PolyTech is one of the world leaders in our market niche. We hold this position because of constant innovation efforts, because we base our company on healthy business principles and because we set high standard for ourselves and the things we do.



Wherever in the world we operate, PolyTech always strives to act in a correct and ethical manner - in relation to colleagues, in our consideration of the environment and in our relation to business partners and authorities.

We respect other people and cultures, and since we employ a large count of people, we recognise our obligations.

PolyTech's long-term success depends on us to take active part in society and constantly strive to find improvements in all areas.

PolyTech's Code of Conduct is our codex for sustainable development, safe working environment, strong staff relations, environmental considerations and a close relation to the world around us.

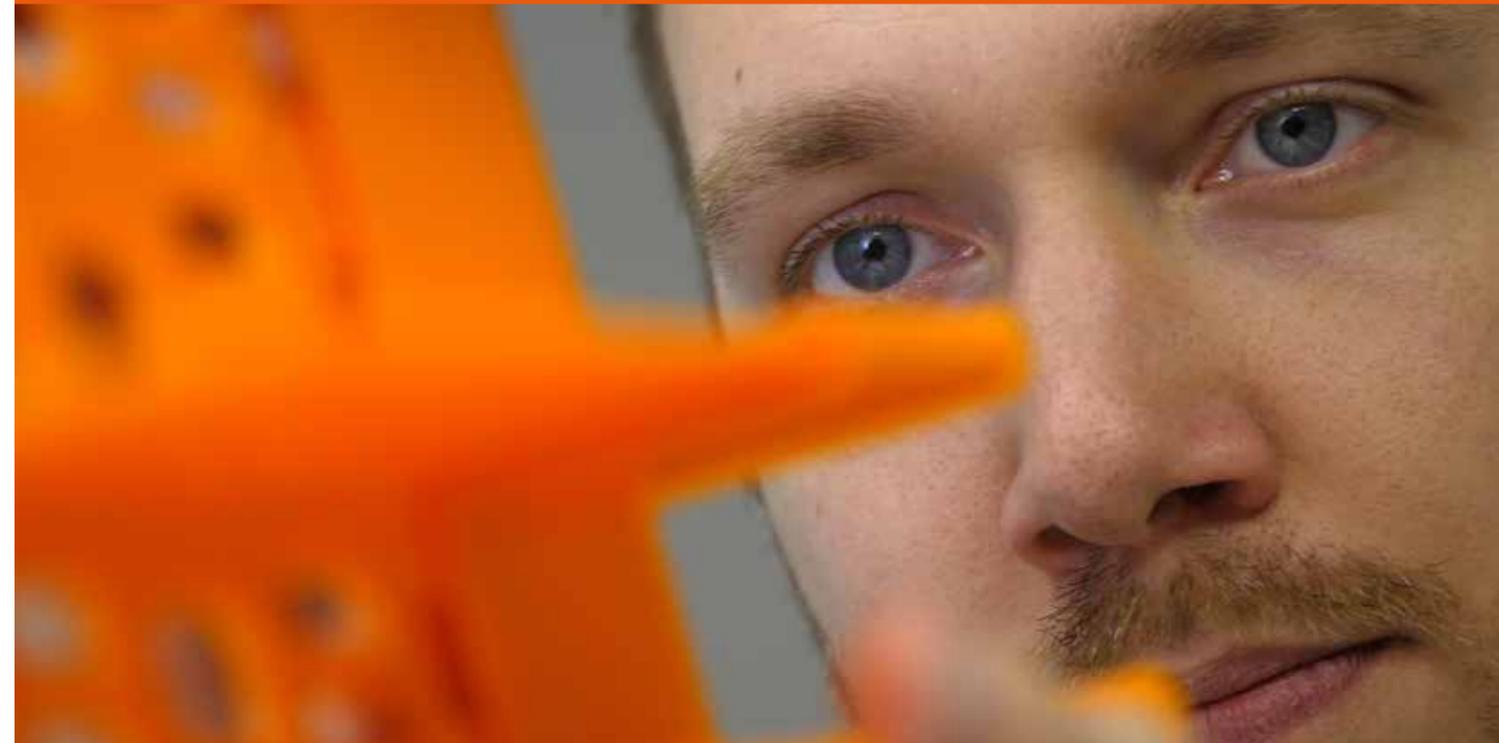
It is a priority for us that this codex influences all our activities. Therefore, we expect full focus on our Code of Conduct and expect that it is acknowledged and complied with, not only by PolyTech as a company, but also by our suppliers and partners.

Mads Kirkegaard

CEO

PolyTech's 10 commitments

- 1 PolyTech respects and supports the protection of international human rights
- 2 PolyTech respects equal opportunity and fights discrimination in the workplace
- 3 PolyTech respects everyone's right to freedom of religion
- 4 PolyTech respects everyone's freedom of association
- 5 PolyTech demands that our colleagues can work here without the risk of harassment or abuse, and we condemn any sort of forced labour
- 6 PolyTech has no tolerance of bribery and corruption
- 7 PolyTech supports the UN Convention on the Rights of the Child
- 8 PolyTech offers education, training and development of competences at all levels of the company
- 9 PolyTech aims to be a leading company in the areas of environment and occupational health, and we support sustainable development
- 10 PolyTech will ensure compliance with all relevant legislation and regulation



Our 10 commitments in practise

Human rights

PolyTech's origin is Denmark, and this is our natural basis for our conception of human rights. We demand that all our colleagues are treated with respect and dignity, and we recognise that everyone enjoys the rights and freedoms listed in the UN Declaration of Human Rights.



Colleague relations

PolyTech will not discriminate colleagues and exclude anyone from opportunities in our company because of race, gender, age, pregnancy, religious/political affiliation, etc.

PolyTech's decisions on engagement, salary, benefits, promotion, dismissal or retirement will be based exclusively on a colleague's ability to do his/her job.

PolyTech respects all relevant labour laws and regulations in the countries we operate in.

Freedom of association

PolyTech respects colleagues' right to join the associations they want. This does not mean, however, that colleagues must be organised.

Forced labour

PolyTech does not use forced labour.

We inform all colleagues of the terms of their employment, the voluntary nature of the employment and the fact that they can leave the company in accordance with the regulations of the countries we operate in.

Working conditions

PolyTech will ensure that employees' working hours comply with the legally defined working hours in the countries we operate in.

PolyTech needs a large degree of flexibility in our organisation and in the planning of our work, but we will not force our colleagues to excessive overtime.

PolyTech pays wages and provides benefits at a level not less than minimum wages set by applicable law and matching prevailing local industry practices.

PolyTech ensures that all colleagues receive a specification of each pay period and will not deduct any amount from the pay in case of disciplinary violations.

Duty of confidentiality

In PolyTech we have a duty of confidentiality concerning our materials and processes as well as all matters that have come to your acquaintance while doing your job.

This applies to internal as well as external matters, i.e. about customers, suppliers and ourselves. The duty of confidentiality is valid even after the termination from a position at PolyTech.

Bribery and corruption

PolyTech operates its business with a high degree of responsibility and in full accordance with the laws and regulations of the countries we operate in.

A natural consequence of this is that we will in no circumstances accept violations of the law or disregard of regulations in our company.

It is essential that PolyTech management and other staff operate with high ethical standards - this is the very foundation of our work and of the way that PolyTech's people interact with each other, with our customers and with our partners.

PolyTech's people will not give or offer anything to a public servant or an employee working at any company with the intention of influencing the behaviour of this person and thus win an unlawful advantage in business.

We will give presents and pay entertainment expenses only within the setting defined by PolyTech.



Child labour

PolyTech supports all efforts to eliminate child labour in the long term. In the meantime, we will ensure that the UN Convention on the Rights of the Child is respected in all activities we take part in.

PolyTech requires a minimum age of 15 years for employees, and children aged 15-18 can never do strenuous or potentially hazardous work tasks. Moreover, children aged 15-18 must always be supervised and supported with training and frequent dialogues with their superiors. The best interest of the child is always first priority.

» It is essential that PolyTech management and other staff operate with high ethical standards...«

Education and training

PolyTech offers a programme of education and training of staff. The programme starts with the general introduction and runs throughout the employee's career in PolyTech.

PolyTech believes that proper training and education are crucial to obtain the skills, expertise and competence necessary to meet the tasks and challenges of the future.



» Proper training and education are crucial to obtain the skills, expertise and competence necessary to meet the tasks and challenges of the future...«

In addition, training and education help to prevent and reduce the risk of accidents.

Occupational health

PolyTech will develop and sustain a company with no occurrence of occupational injury. Consequently, PolyTech makes every effort to ensure that our people can come here every day and be confident that no one is injured due to hazardous work processes and accidents.

PolyTech maintains a systematic and transparent effort in the field of HSE.

We map and prepare risk analyses to take care of and prevent occupational health risks and prevent occupational injury and illness.

We take active action if injury or illness occur, and we comply with existing legislation.

All colleagues are under an obligation to take care that their work is done in the proper way and that necessary protective equipment is used. Managers and superiors must inform colleagues of occupational health hazards and make sure that colleagues have the competence required to minimize risks.

In PolyTech, we set up concrete objectives for the improvement of occupational health, and these objectives are evaluated by our occupational health organisation on an ongoing basis.

PolyTech focuses on

- Physical and psychological working environment
- Prevention of occupational injury
- Chemicals used in production

Environment

PolyTech will protect the environment and work actively to ensure that our activities, projects, products and services have minimum impact on the environment in all processes.

The majority of PolyTech products are manufactured in our own factories where we have full control of and attention on the optimisation of processes, deliveries and logistics.

We comply with relevant standards, the ISO 14001 standard and regulatory requirements. Also, we work on an



ongoing basis to prevent and minimise PolyTech's environmental impact and use of resources, taking into account all financial and qualitative aspects.

Our products should not have any negative impact on the environment, and we focus on these environmental factors:

- Waste separation and recycling
- Waste water and pollution
- Substitution of environmentally dangerous chemicals
- Energy efficiency and CO₂ impact

How do we abide by our 10 commitments?

PolyTech has set up a number of systems to manage company matters - the objective is the ongoing identification and improvement of processes that are potentially harmful for PolyTech staff and for the environment.

PolyTech trains our people so they can act in a responsible way in terms of environment, and we appreciate any suggestions to further improve this behaviour.

Community relations

PolyTech wants to be an active and constructive member of the local community. Therefore, we involve ourselves in relevant local issues.

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polytech
Beyond the idea