



Code of Conduct

Ce-Tec A/S abides by all current legislations in the respective countries in which we operate.

Labour relations

Ce-Tec A/S respects the human rights of every single individual and treats all employees equally with dignity and respect.

We respect and are committed to:

- ensure equal rights for everyone, regardless of race, gender, political and religious conviction.
- protect our employees from any forms of force and harassment, and Ce-Tec A/S desists from taking advantage of any kind of forced labour.
- ensure the right of association for all employees, and the right to freely negotiate wages and employment conditions.
- All employees have a written contract of employment. Remuneration of employees is based on objective criteria.
- comply with national and international regulations concerning work hours and the right to leave.
- ensure a safe and healthy working environment.
- Child labour will not take place under any circumstances. The minimum age for employment at Ce-Tec A/S is 16 years old. Young workers must be protected from overloading and dangerous work.

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Ethics

Ce-Tec A/S is a Danish company based on properly legal and moral business manners.

- Presents and entertainment for and by business connections and other contacts may not constitute significant value, and may not be given or received in attempts to close deals on a quid pro quo.
- We disassociate ourselves from any forms of bribery.
- We do not handle conflicting interests of several parties without clearly orientating these parties of the potential conflict of interest.
- We disassociate ourselves from the formation of cartels and do not operate with such or any other forms of hidden, illegal agreements, which can result in distortion of competition.

Environmental policy

Ce-Tec A/S puts great emphasis on reducing its impact on the environment to a minimum, to be ahead of environmental regulations, while contributing to a sustainable development. We have implemented an environmental strategy to help us ensure that Ce-Tec A/S pays the most possible attention to the environment. Overall, these guidelines concern the following areas:

- Waste reduction and recycling.
- Control and reduction of energy consumption.
- Information for employees regarding appropriate consumption of resources.
- Continuous improvement of our environmental guidelines and objectives.

Place and Date

Carl E. Andersen, Ce-Tec A/S

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