

## CODE OF CONDUCT

### Introduction

The purpose of this code of conduct is to ensure that A/S Oilpower Hydraulics, our partners and suppliers are operating in accordance with internationally recognized minimum standards of human rights, labor rights and environment protection.

A/S Oilpower Hydraulics is working according to the principles of this Code and expects the same of our partners and suppliers.

The aim of the rules is not to stop doing business, but to help partners and suppliers to improve social and environmental standards.

A/S Oilpower Hydraulics is willing to work together with our partners and suppliers to achieve compliance with the provisions of this Code, but we will not do business with a company if it seems impossible to achieve compliance. We will not do business with a company that violates fundamental human rights.

A/S Oilpower Hydraulics endorses "The UN Global Compact's ten Principles in the areas of human rights, labor, the environment and anti - corruption", where this initiative is relevant to the content of the code. Global Compact and its principles will be part of our strategy, culture and daily work and we will try to make a clear statement about our commitment - both to employees, partners, suppliers and the public.

Compliance with this code of conduct will be a part of any agreement or contract between A/S Oilpower Hydraulics, our business partners and suppliers, and it can and will be enforced.

A/S Oilpower Hydraulics will regularly review the ethical codes to see if they are adequate and continues to be effective.

### General requirements

All A/S Oilpower Hydraulics partners and suppliers are expected to comply with national laws and regulations, as well as live up to our "Code of Conduct" described below.

All suppliers are expected to know their suppliers and sub-contractors' business practices so that they are confident, that they are working within these ethical conditions applying to our business.

### Human rights

A/S Oilpower Hydraulics support and respect the protection of internationally proclaimed human rights and our suppliers are also expected to support and respect these rights and ensure that they are not complicit in human rights abuses, both directly and indirectly.

### Work Management

A/S Oilpower Hydraulics has a strong focus on working environment, where we constantly strive for a targeted and systematic optimization of this.

### General health and safety

A/S Oilpower Hydraulics helps to promote the health of employees by improving the working environment combined with initiatives for promoting a healthier lifestyle and improved well-being. We work with health promotion in a way determined by A/S Oilpower Hydraulics and employees' wishes and possibilities . On this basis A/S Oilpower Hydraulics provides initiatives for health promotion.

A/S Oilpower Hydraulics will ensure safety, health and working conditions in accordance with applicable laws and regulations. In collaboration with government agencies and other relevant partners, A/S Oilpower Hydraulics continually strive to comply with the requirements coming from the surrounding community for us as a company.

Our suppliers are expected to ensure a safe working environment, so that accidents can be prevented and ensure minimized exposure of health risks. Suppliers are expected to comply with all applicable laws and regulations for safety and health in the countries they have branches in or do cooperating with other customers.

### **Training of employees**

Employees of A/S Oilpower Hydraulics are trained in general health and safety. This means, among other things, that all employees of A/S Oilpower Hydraulics, whatever the nature or duration of the employment relationship, receive adequate and appropriate training and instruction in the safe performance of the work. Employees receive information about the risks of accidents and illness that may be associated with their work.

A/S Oilpower Hydraulics pays the cost for training and instruction in safe work performance. This training and instruction takes place during normal working hours, if possible, but always before starting on the job.

### **Psychological working environment**

A / S Oilpower Hydraulics ensure that:

1. The work of A / S Oilpower Hydraulics present a minimal risk of deterioration of the physical and mental health.
2. There's been an assessment of the physical, ergonomic and psychosocial conditions in the working environment, both in short or long term, for checking effects to physical or mental health. The assessment is carried out for all elements of the work to ensure that work performance takes into account safety and health.
3. Monotonous, repetitive work that can be harmful to the physical or mental health, both in the short or long term, is to be avoided or limited.
4. The working place does not pose a danger to the deterioration of the physical or mental health in either the short or long term.
5. Isolated work which may pose a risk to health, physical or mental, is to be avoided or limited.
6. The work does not pose a risk of deterioration of the physical or mental health as a result of harassment, including sexual harassment.

### **Working incl. accident**

Every stage of production is planned and organized, taking into account health and safety. The work of A / S Oilpower Hydraulics will take into account, inter alia, following principles of prevention:

- 1 Risks are eliminated at source.
  - 2 As far as possible, the work adapted to the individual employee in relation to particular workplace accommodation and the choice of equipment and production methods.
  - 3 Monotonous and repetitive work limited to minimize work impacts on health.
  - 4 Installations and working methods that may pose a significant hazard to employees at work, are not used.
- A / S Oilpower Hydraulics prepare regular written assessments of health and safety regulations teams in the workplace. All aspects of the work environment are covered by workplace assessment, and its employees are involved in the process, both directly and indirectly.

### **fire Safety**

A / S Oilpower Hydraulics has taken the necessary precautions and prepared the necessary plans for fire and evacuation of employees. A / S Oilpower Hydraulics provide for education of the persons responsible for the implementation of measures and schemes and amendments thereto.

- 1 A / S Oilpower Hydraulics employees are informed about the contents of these measures and plans
- 2 There are a sufficient number of escape routes and exits at work
- 3 Emergency doors and gates can be opened easily and safely, and there is free passage through them
- 4 There is a clear path through the escape routes
- 5 Signs providing information or warnings about matters that are important to the health and safety
- 6 Where there is a risk that there is a particularly dangerous situation, workplace equipped with the necessary alarm and first aid kits
- 7 There is installed a sufficient number of functional fire extinguishers with routine service.

### **Environmental Management**

A / S Oilpower Hydraulics works with environmental production in Denmark and working towards a future certification according to ISO 14001. This does not mean that A / S Oilpower Hydraulics not constantly strives targeted and systematically improve environmental performance. Monitoring of A / S Oilpower Hydraulics EMS year of evaluating our actual environmental performance in relation to the authorities requirements for environmental management.

A / S Oilpower Hydraulics respects the environment and is committed both to operate and to be proactive in accordance with applicable laws and regulations.

Our suppliers are also expected to work so that the environment is protected and that all applicable environmental laws and regulations are complied with in the countries where they operate.

### **Establishment and operation**

A / S Oilpower Hydraulics follow the guidelines set by the environmental authorities and the provisions for the protection of water, air and soil, prevention of accidents and noise emissions. A / S Oilpower Hydraulics ensure regular assessment of discharges to the environment can be reduced and is aware of the need to comply with the requirements of the authorities that inspect A / S Oilpower Hydraulics environmental conditions.

### **Waste and recycling**

A / S Oilpower Hydraulics ensures that waste, including waste that can be recycled are sorted according to the local environmental authority regulations for recycling or disposal at authorized waste treatment facilities, if they exist. Hazardous waste labeled, stored and disposed of in accordance with local authorities instructions on environmentally approved receiving stations

### **dangerous substances**

Employees working with hazardous substances in the workplace, including storage, use and handling, takes place in a safe manner with minimized health risks. This means, inter alia, that for each hazardous substance or material has been prepared a comprehensive manual for use at work, with the necessary information (safety, first aid, etc.).

As a minimum, the objective must be to improve / increase the level as much as possible from the following:

1. The manuals are updated and provided to employees and the employees have received effective training in the use of manuals
2. All relevant staff have been trained in the use of the substance or preparation
3. Necessary first aid equipment is available and ready for use
4. No children or adolescents under 18 years of working with dangerous substances

### **Workers' rights**

A / S Oilpower Hydraulics undertake to comply with all applicable laws and regulations on wage and working conditions. Our suppliers are also expected to comply with these laws and regulations.

A / S Oilpower Hydraulics does not participate intentionally in or support the use of forced or involuntary labor , and do not accept that suppliers use forced or involuntary labor .

A / S Oilpower Hydraulics does not participate intentionally in or support the use of child labor , and our suppliers are expected to comply with local regulations regarding child labor and only hire people who meet the minimum age in their area.

A / S Oilpower Hydraulics supports diversity and equal opportunities and will not tolerate discrimination in the workplace . All suppliers are expected to comply with local law on discrimination in hiring and employment.

A / S Oilpower Hydraulics undertake to meet the safety, health and work in accordance with applicable laws and regulations. In cooperation with public authorities , we will continuously strive to comply with the requirements of the local community has for us as a company. Suppliers are expected to provide a safe

working environment and to comply with all applicable laws and regulations for safety and health in the countries they have branches in or cooperating with other customers.

### **Freedom of association**

A / S Oilpower Hydraulics does not discriminate, nor take otherwise decisions are influenced by an employee's association with a trade union or other association. A / S Oilpower Hydraulics seek to influence employees to be members of a particular trade union and does not interfere with the trade unions or other associations that are formed in the workplace. Employees dismissed not because of their association with a trade union and the right to collective bargaining are respected.

Elected representatives of the employees enjoy special protection in the performance of their duties.

### **Working hours and rest periods**

A / S Oilpower Hydraulics seeks to ensure that at least local interests and regulations relating to working hours and rest periods, and expect our suppliers to comply with the same regulations. However, in shorter periods may be deviations due to lack of manpower resources.

### **Wages and working conditions**

All employees receive minimum wage in line with international standards and requirements. Before appointment, all employees of the relevant information and local requirements (laws and regulations).

### **Dining facilities and drinking water**

A / S Oilpower Hydraulics ensure that all employees, local factors into account, have access to dining facilities with the necessary hygienic conditions. In addition, access to drinking water at work.

### **Forced labor**

Coercion, threats or disciplinary methods is not applied to force people to work.

A / S Oilpower Hydraulics does not participate in debt slavery or trafficking in human beings with the aim of forcing people to work. We do not work with other companies that use forced labor or detain identification papers or salary from employees with the aim of forcing employees to work.

A / S Oilpower Hydraulics employees are free to leave the workplace without being detained.

### **Child labor**

A / S Oilpower Hydraulics ensure that:

1. All employees are over 13 years old.
2. Employees between 13 and 15 perform only light work.
3. Employees between 13 and 15 years working up to two hours per day.
4. Parents of employees between 13 and 15 years informed of the scope of work and conditions, but will at all times be able to call on this without any. problems for the employees.
5. Employees under 18 years does not perform hazardous work or night work.
6. All apprentices at A / S Oilpower Hydraulics is over 14 years old and work as part of their training.

A / S Oilpower Hydraulics does not participate intentionally in or support the use of child labor, and we expect our suppliers to comply with local regulations regarding child labor and exclusively employ labor that meets the minimum age in the area where the work is performed.



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### **Discrimination**

IA / S Oilpower Hydraulics exposed no discrimination based on sex, race, color, religion, political opinion, sexual orientation, national or social origin, ethnicity, age or disability.

IA / S Oilpower Hydraulics exposed no discrimination in hiring, firing, transfer, promotion, wage determination, determination of working conditions and competency development. All decisions relating to recruitment, promotion, dismissal, wages and other working conditions based on relevant and objective criteria.

We support diversity and equal opportunities, so it is expected that the local laws on discrimination in hiring and employment are respected by our suppliers.

### **Anti-corruption**

A / S Oilpower Hydraulics, our employees, suppliers, partners and other recipients of these rules must be committed to the highest integrity, integrity and fairness in all internal and external conditions. No employee of A / S Oilpower Hydraulics may, directly or indirectly, accept, solicit or offer to pay bribes, kickbacks or similar, even under pressure. This prohibition also applies to areas where such activities do not conflict with local laws.

### **Information and contact details**

If you have questions or comments, please contact A/S Oilpower Hydraulics by mail [tmj@oilpower.dk](mailto:tmj@oilpower.dk) or [oilpower@oilpower.dk](mailto:oilpower@oilpower.dk).