

CODE OF CONDUCT

Introduction:

The Code of Conduct of Frese gives guidance to the business behaviour that we expect from our employees, suppliers, and collaborators. Collaborators includes among others our resellers, distributors, agents, and parties who mount, install or service our products.

It is essential to Frese that our views on human rights are followed up by the materials and services which form part of our production and that they are provided in a responsible manner and according to the existing law and regulations and refer to the convention on human rights from the international labour organization (ILO).

The Frese Code of Conduct also helps us choose employees, suppliers, and collaborators, who comply with the standards and business practice of the workplace, and who are in keeping with the values of our company. These requirements apply to all employees, suppliers, and collaborators of Frese A/S and it's subsidiaries in Denmark and abroad.

Employees, suppliers and collaborators must comply with all applicable local laws, regulations and industry standards. Frese A/S and the Frese group encourages its suppliers to comply with all ILO and UN Conventions.

Suppliers and collaborators must ensure that the content and understanding of the Frese Code of Conduct are communicated to and understood by all its subcontractors.

Freedom of Association and the Right to Collective Bargaining:

Frese expects its employees, suppliers and collaborators to recognize and respect the rights of employees to freely associate, organize and bargain collectively in accordance with the laws of the countries in which they are employed as well as core ILO conventions Freedom of Association and Protection of the Right to Organise Convention and Right to Organise and Collective Bargaining Convention.

Frese recognizes the importance of open communication and direct engagement between workers and management, and suppliers are to respect the rights of workers to associate freely and communicate openly with management regarding working conditions without fear of harassment, intimidation, penalty, interference, or reprisal.

Forced Labour:

Frese expects its employees, suppliers, and collaborators to prohibit any use of forced, bonded or indentured labour or involuntary prison labour, and embrace employment practices consistent with ILO conventions pertaining to forced labour and abolition of forced labour.

All work will be voluntary, and workers should be free to leave upon reasonable notice. Suppliers should also not mandate that workers hand over government-issued identification; passports or work permits as a condition of employment.

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Child Labour:

Frese expects its employees, suppliers and collaborators, at a minimum, not to engage in any practice inconsistent with the rights set forth in the Convention on the Rights of the Child, the ILO Minimum Age Convention or the Prohibition and Immediate Elimination of the Worst Forms of Child Labor Convention. The minimum admission to employment or work shall not be less than the age of completion of compulsory schooling, normally not less than 15 years.

Additionally, all young workers must be protected from performing any work that is likely to be hazardous or to interfere with the child's education or that may be harmful to the child's health, physical, mental, social, spiritual, or moral development. All suppliers should also adhere to legitimate workplace apprenticeship programs and comply with all laws and regulations governing child labour and apprenticeship programs.

Discrimination:

Frese does not tolerate any form of discrimination in hiring and employment practices on the ground or race, colour, religion, gender, sexual orientation, age, physical ability, health condition, political opinion, nationality, social or ethnic origin, union membership or marital status.

Consistent with the principles espoused in ILO Conventions on Discrimination and Equal Remuneration Frese also discourages discrimination regarding access to training, promotion, and rewards.

Working Hours:

Frese expects its employees, suppliers, and collaborators to comply with all applicable working hour requirements as established by local law, and should never exceed 60 hours per week, including overtime, except in emergency or unusual situations. It must be ensured that all overtime work is voluntary and compensated at the prevailing overtime rates. Frese employees and suppliers are encouraged to ensure that workers are provided with one day off in every seven-day week.

Wages and Compensation:

Frese expects its employees, suppliers, and collaborators to comply, at a minimum, with all wage and hour laws and regulations, including those pertaining to minimum wages, overtime wages, piece rates, other elements of compensation and to provide legally mandated benefits. Workers are entitled to absence due to illness and maternity/paternity leave according to local law.

Human Rights:

Frese expects its employees, suppliers, and collaborators to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in rights and authority abuses, incl. the right of freedom of speech in a loyal manner without reprisals or fear hereof.

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Harassment or Inhumane Treatment:

Frese expects its employees, suppliers, and collaborators to create and maintain an environment that treats all employees with dignity and respect and will not use any threats of violence, sexual exploitation or abuse, verbal or psychological harassment or abuse. No harsh or inhumane treatment, coercion or corporal punishment of any kind is tolerated, nor is there to be the threat of any such treatment.

Health and Safety:

Frese expects its employees, suppliers, and collaborators to follow all relevant legislation, regulations and directives in the country in which they operate or any other location where production or work is undertaken to ensure a safe and healthy workplace. At a minimum, Frese employees and suppliers should strive to implement recognized management systems and guidelines such as the ILO Guidelines on Occupational Safety and Health and ensure at a minimum, reasonable access to potable water and sanitary facilities; fire safety; emergency preparedness and response; industrial hygiene; adequate lighting and ventilation; occupational injury and illness and machine safeguarding. Frese employees and suppliers will also ensure these same standards apply to any dormitory or canteen facilities.

Environment:

Frese expects its employees, suppliers, and collaborators to have an effective environmental policy and to comply with existing legislation and regulations regarding the protection of the environment. Frese employees and suppliers should wherever possible support a precautionary approach to environmental matters, undertake initiatives to promote greater environmental responsibility and encourage the diffusion of environmentally friendly technologies.

Chemical and Hazardous Materials:

Chemical and other materials posing a hazard if released into the environment are to be identified and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal.

Wastewater and Solid Waste:

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities is to be monitored, controlled, and treated as required prior to discharge or disposal.

Air Emissions:

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled, and treated as required prior to discharge.

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Minimize Waste, Maximize Recycling:

Minimize Waste, Maximize Recycling: Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

Corruption:

Frese expects its employees, suppliers, and collaborators to adhere to the highest standard of moral and ethical conduct, to respect local laws and not engage in any form of corrupt practices, including extortion, fraud, or bribery.

Observance of Code of Conduct:

Frese reserves the right to conduct on-site evaluations of its suppliers' facilities at any time to monitor compliance with the Code of Conduct. The suppliers are required to present documentation on demand that the Frese Code of Conduct is observed.

Frese reserves the right to cease the co-operation, hereunder to terminate contracts with employees, suppliers, and collaborators in the event of such party's material breach of this code of conduct.

Date / Signature:



Company stamp:

