

CSR / ESG

Dokument nr.: 0114

Version: 4.2

Forfatter: Stig Bundgaard Lønstrup

Proces ejer: Henrik Hagens

CSR / ESG policy for Hagens Group.

Purpose and scope

Hagens Group is obliged to comply with applicable national- and EU legislation, rules, and regulations for business operations.

Hagens Group commits to ethical and responsible behavior, fair and respectful treatment of all individuals and practices that promote safety, health, and environmental protection.

Commitments are made in collaboration with our customers, suppliers, and other business partners.

Code of Conduct for Hagens Group is communicated to our suppliers and sub-suppliers (who are involved in manufacturing or who may influence the operation and the finished product) and Hagens Group considers it a matter of course that the Code of Conduct for Hagens Group is complied with and followed.

Code of Conduct for Hagens Group is prepared in accordance with internationally recognized standards for human rights, labor rights, the environment and anti-corruption.

ESG contributes to and underpins compliance with and compliance with UN global goals.



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Explanation and definition

CSR - also called **corporate, social responsibility, sustainability** (triple bottom line).
Regardless of which term you use; CSR is about companies showing responsibility in relation to the surrounding society.

ESG - stands for Environment, Social and Governance. ESG is a tool that companies can use to provide a more nuanced picture of their company - compared to Code of Conduct



CSR for Hagens Group.

1 - Environmental policy

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At Hagens Group, we will run our business in accordance with required environmental laws, regulations and permits.

Hagens Group will prioritize and protect the environment against negative impacts from the company's activities, including production and associated resources/processes.

At Hagens Group, we will include our employees, suppliers, and partners in our commitment to use the earth's resources in the most caring way, including setting requirements for suppliers/sub-suppliers for compliance with established requirements, guidelines, and any applicable legislation at any given time.

2 - Commitment to environmental protection

At Hagens Group, we will carry out our production safely in an optimal and considerate environment to maintain an atmosphere that ensures motivated and professional employees.

3 - Chemical restrictions

All chemicals and hazardous materials will be safely handled, transported, and disposed of in accordance with legislation with detailed and legally mandated records.

4 - Energy efficiency, air emissions and climate change

At Hagens Group, we work purposefully to prevent pollution and continuously reduce energy consumption in the entire supply chain.

5 - Cleaner production and waste management

At Hagens Group, we work to improve resource efficiency, for example by implementing cleaner production techniques and reducing waste during production processes. We will, whenever possible, reuse or recycle waste from the factory.

Hagens Group keeps detailed records of resource consumption and waste production in accordance with its own and statutory requirements.

6 - Focus

The top management at Hagens Group continuously evaluates and revises its environmental initiatives by ensuring that determined environmental initiatives, efforts, and focus result in continuous and measurable environmental improvements.

7 - Code of Conduct

The "Code of Conduct" for Hagens Group describes the ethics and behavior that the companies want to follow.

The code of conduct is based on and follows:

- The Universal Declaration of Human Rights
- key UN conventions
- ILO (International Labor Organization) conventions and recommendations (under the Ministry of Employment)

All legal requirements, rules, and guidelines applicable at any time will be followed in the individual countries.

8 - Human rights and labor rights

Prevention of forced or involuntary work:

We don't use and accept illegal workers or any form of forced or prison labor.

Workers will not be required to leave any deposit or identity papers/passports with us and may terminate a contract on legal notice.

Overtime is voluntary and employees are permitted to leave the factory under reasonable conditions.

All employees have free access to toilets, showers, and water at the factory.

A signed employment contract is drawn up for all employees, which is at least provided in the local language.

9 - Working hours and adequate rest

Working hours must be a mutual agreement between employee and employer.

All employees have the right to collective bargaining and freedom of association.

Hagens Group recognizes ILO conventions and the Universal Declaration of Human Rights on freedom of association, freedom of opinion and expression, the right to organize and collective bargaining.

Hagens Group will allow these rights, will not interfere with workers' unions, and will not prevent workers from joining these unions.

Workers will not be prejudiced because of union membership or active participation in workers' committees.

10 - Prevention of child labor and young workers

No one under the age of 13 may be employed; workers under the age of 18 can only be employed in our factories, for light work and only part-time jobs.

Hagens Group will follow ILO Convention No. 138 as well as all local legislation.

11 - Adequate compensation

At Hagens Group, we always follow the laws in force regarding compensation for work, including overtime and payment procedures.

Wages will not be withheld for any reason.

Wage deductions as a disciplinary measure or other deductions not required by law will not take place.

The employees of Hagens Group are entitled to at least the statutory minimum wage or the standard rate in the industry, whichever is higher.

12 - Discrimination and harassment

Employees of Hagens Group will not be subject to discrimination (including during recruitment, promotion, access to training, termination, or retirement) about race, color, caste, nationality, religion, sex, age, sexual orientation, or marital status.

13 - Data protection for employees

Hagens Group respects and recognizes the employees' right to "privacy" and handle all personal data in accordance with the legislation in force at any given time - **GDPR**.

Security and health

14 - Training and communication

New employees will go through a training session effective training and information sessions regarding workplace health and safety measures on start-up.

15 - Working environment

Hagens Group provides a safe, clean, and healthy working environment with sufficient space and service for the employees.

16 - Prevention of damage

At Hagens Group, we will continuously examine the work processes to ensure that the employees don't work in a dangerous environment.

Where risks can't be eliminated, companies ensure adequate, usable, and well-maintained personal protective equipment.

Hagens Group ensures that there is a first aid kit available to all employees and that selected employees are educated/trained in first aid.

17 - Fire safety and preparedness

All fire safety measures will be taken including appropriate warning systems, provision of fire safety equipment, clear and well-marked exits, and escape routes.

Written emergency procedures will be presented to all employees in connection with employment in the organization.

18 - Protection against chemical exposure

All safety precautions regarding the use, storage and handling of chemicals will be taken and employees will be adequately trained in handling chemicals.

There will be an **MSDS** list on all chemicals on site.

Environmental protection

19 - Environment

Hagens Group will comply with and respect all international, national, and regional environmental laws and guidelines applicable always.

20 - Chemical restrictions

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Possibilities for the use of new and cleaner technologies will be constantly investigated and, if possible, introduced into daily operations - where this can't or will not affect the quality or durability of the finished product.

21 - REACH

At Hagens Group, we respect and comply with the currently applicable REACH (Registration, Evaluation, Authorization and Restriction of Chemical substances) regulation under the EU. The regulation ensures that around 100,000 different types of chemicals used in the EU are documented regarding safety and the environment.

Hagens Group forwards these requirements and guidelines to our suppliers and sub-suppliers, who ensure back in the supply chain, and expect compliance on their part.

22 - RoHS

At Hagens Group, we respect and comply with the current RoHS (Reduction of Hazardous Substances) directive from the European Parliament and the Council, which applies to electrical and electronic products, as well as to products that can/must be built into them. The directive prohibits the use of several heavy metals, etc. within set limit values.

Hagens Group forwards these requirements and guidelines to our suppliers and sub-suppliers, who ensure back in the supply chain, and expect compliance on their part.

23 - Conflict minerals

Hagens Group is obliged to observe and comply with the legislation regarding conflict minerals and materials.

Conflict minerals are minerals that have been extracted and sold from countries with conflicts (primarily DR Congo and surrounding areas), and primarily include the following materials: Tin, Tungsten, Platinum, Gold & Silver.

Hagens Group forwards these requirements and guidelines to our suppliers and sub-suppliers, who ensure back in the supply chain, and expect compliance on their part.

24 - Countries with embargo

Hagens Group ensures that our suppliers are not involved in or deal with countries that are subject to relevant national or international sanctions.

Suppliers and sub-suppliers ensure compliance back in the supply chain.

25 - Integrity

At Hagens Group, we demonstrate the highest level of ethical integrity, dealing with employees and suppliers.

Hagens Group will work against corruption in all forms, including extortion and bribery.

Hagens Group forwards these requirements and guidelines to our suppliers and sub-suppliers, who ensure back in the supply chain, and expect compliance on their part.

26 - Intellectual property rights

At Hagens Group, we respect intellectual property rights – including the protection of technology and know-how. Information to third parties takes place exclusively through anonymization or cooperation with the individual customer.

Hagens Group maintains systems that ensure the processing, manufacture, and delivery of customer products, and at the same time ensure the storage, tracking, documentation, and destruction of information.

27 – Suppliers and sub-suppliers.

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All suppliers/sub-suppliers to Hagens Group are obliged to comply with this Code of Conduct.

Upon request, suppliers must provide Hagens Group with all necessary and/or requested documents proving compliance with the Code of Conduct.

The Supplier shall inform Hagens Group without undue delay as soon as a breach of any of the principles of this Code of Conduct becomes known or anticipated by it, together with a corrective action plan to remedy such breach which is acceptable to Hagens Group.

Furthermore, the supplier grants Hagens Group the right, to the extent permitted by law, to carry out individual unannounced due diligence audits to a reasonable extent and when relevant to ensure the supplier's compliance with this Code of Conduct.