

LSEZ "Jensen Metal" SIA Code of Conduct

The LSEZ Jensen Metal SIA (hereinafter – Jensen Metal) Code of Conduct is one of the ways we put our company's values into practice. Ever since the company was founded in 2004, we have continuously strived to contribute to the sustainable development of society through the manufacturing and provision of high-quality and innovative products.

Our company promotes sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. As well as we build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

To reach Jensen Metal mission and goals we realise that the business shall be conducted in accordance with the principles of respecting the rights of individual, fair business practices and rule of law.

We are committed to developing a work environment that supports and respects global human rights, labour rights, environmental best practice and conscientiously business honestly. We expect all our employees to follow with the law and act ethically at all times.

Best regards

CEO, Lars-Bo Christensen

A blue ink handwritten signature, likely of Lars-Bo Christensen, consisting of stylized initials and a surname.

Purpose of the code of conduct

This Jensen Metal Code of Conduct provides guidance on how to work and act in line with company's purpose, values, and standards.

Jensen Metal mission and vision is to be trustworthy and efficient partner in sub-supplying and to be among the best in class at supplying cost-efficient solutions. The company's activities are based on five core values: to keep our promises, ensure every activity create value, to be professionally skilled and diligent, to contain performance, insight and knowledge, to be responsible, fair and honest.

Everyone is required to be aware of, and conduct their activities in accordance with this Code, all supporting policies and applicable codes, and the laws and regulations of the countries in which we work and do business.

You should ask questions if you are unclear about any aspect of this Code, or if you are not sure how to respond to an issue that the Code does not address. You must also promptly report any known, suspected or observed violations of laws, regulations, this Code or supporting policies of which you become aware.

In every step Jensen Metal do, we comply high ethical standards. We are compliant with relevant laws and we do follow the international principles for social responsibility, also the UN Global Compact 10 principles and the UN Guiding Principles on business and Human Rights.

The following sections of this Code outline Jensen Metal's core commitments – what they mean and how they should be actively implemented at all levels within the Company.

Employment practice

Our principle is that we respect our employees and their human rights. Jensen Metal will use its best efforts to comply with all labor law and regulations. Jensen Metal encourages and supports the personal growth of all people working for us.

You should contact Jensen Metal (contact@jensenmetal.eu) if any doubts about human rights violations.

Forced and child labor

We do not allow illegal or forced labor or support the use of forced labor either in the production or services provided.

Our business disapproves and excludes child labor exploitation. We work for the abolition of child labor within our sphere of influence and we do not employ and do not support the employing of child labor not in production or services provided.

Discrimination

We will not apply special treatment to employees in regard to employment or work assignments on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinions, or social or ethnic origin. Our sustainable development goal is to achieve gender equality and empower all women and girls.

Employees shall be treated with respect and dignity. Employees shall not be a subject to any physical, verbal, sexual or psychological harassment or abuse in connection with their employment.

Health and safety

Jensen Metal comply with all applicable health and safety-related laws and regulations. We take proactive measures to ensure and continuously improve safe and healthy working conditions for their employees, contractors, and visitors.

Wages and benefits

We compensate our employees with wages and benefits that meet or exceed the legally required minimum. Wages will be paid as agreed and on time and we will recognize good performance and extra efforts.

Compensations, working hours, vacation time, leave periods, and holidays must be consistent with applicable laws and regulations.

Environment

We are working to increase our resource efficiency by reducing the consumption of energy and raw materials in our production and finding ways to improve material and energy recovery from production waste that we cannot reduce or avoid.

We control and implement actions taken to reduce the use of energy, water, raw materials, and packaging materials.

Environmental legislation

We obtain and maintain all required permits and licenses and comply with such permits and licenses' operational and reporting requirements.

Waste management

Jensen Metal ensure that no waste is disposed of illegally and takes actions to eliminate and minimize waste generation using improvement, replacement, reuse, and recycling of materials.

Material Compliance

We adhere to rules and regulations regarding the use of hazardous substances, restricted chemicals (RoHS, REACH directives), and substances of very high concern (SVHC).

Comply with the requirements relating to conflict minerals, set by the Organisation for Economic Co-operation and Development (OECD).

To track and trace substances of concern and critical materials, Material Safety Data Sheets (MSDS) are developed.

Chemical management

We have implemented methods, procedures, and equipment to introduce, handle, label, and store chemicals in a safe way to minimize the negative impact on people and the environment. Jensen Metal work actively to limit and restrict their number of chemical products and select chemicals with the lowest possible health and environmental risk.

PFAS restrictions

We are carefully monitoring and assessing global regulations on PFAS (Per- and poly-fluoroalkyl substances) restrictions, with a specific focus on the European Union (EU) legislative proposal which was made public on February 7th, 2023.

Climate protection

Jensen Metal take reasonable steps to minimize greenhouse gas emissions, and toxic, hazardous pollutants.

We implement a strategy to reduce CO2 emissions (e.g., goals for scope 1, 2, and 3 emissions).

Business practice

We strive to conduct business fairly and in accordance with all applicable laws and regulations related to fair competition.

Legal compliance

Jensen Metal is committed to full compliance with the laws, rules and regulations of the countries in which it operates. You must comply with all applicable laws, rules and regulations when performing your duties. When you think a conflict exists between company's rules and an applicable law, rule or regulation, or if you have a question concerning the legality of your or other partners' conduct, you should consult with your manager or another party.

Jensen Metal committed to complying with local laws, regulations and codes and to working fairly and honestly with government officials and others in our communities.

In doing so, our actions must meet high ethical and legal standards. It is against Jensen Metal policy (and may be a breach of law) to offer or make a payment or gift of any kind in order to facilitate a local process or to influence a local government official.

If you are contacted by a government or regulatory representative and asked to provide information or submit to an inspection, you should inform your manager immediately. Your manager will take appropriate actions or contact the appropriate department for guidance.

Jensen Metal policy is to deal honestly and fairly with government authorities and to comply with valid governmental requests and processes. Partners must be truthful and straightforward in their dealings with the government and may not direct or encourage another partner or anyone else to provide false or misleading information to any government official or representative.

Corruption and conflicts of interest

We strive to maintain a positive work environment that reflects our Company's values and promotes strong working relationships. While conflicts of interest can arise from our dealings with external parties, conflicts or the appearance of a conflict may also result from interactions inside the Company. Those of us who manage others must remain attentive to ensure that situations are not created that could appear to others as favouritism or a potential conflict of interest.

All forms of corruption, bribery, extortion, and improper advantage are not acceptable, and we are obliged to take all such measures to prevent the same and to comply with all applicable laws pertaining to these issues.

Confidentiality

Jensen Metal confidential business information is a valuable asset that everyone must protect. Personnel are required to use confidential information of Jensen Metal for business purposes only and must always keep such information in strict confidence.

Confidential information includes, without limitation, proprietary data, trade secrets and know-how such as software and product designs, product plans, processes, designs, drawings, engineering, customer lists, employee data (other than your own), financial information, budgets, pricing, business plans, or other business information. And don't forget about pictures you and your guests take at Jensen Metal – it is up to you to be sure that those pictures don't disclose confidential information.

Your obligation to maintain the confidentiality of this information means that you may not share any such information outside of Jensen Metal.

Jensen Metal personnel should also refrain from sharing confidential information internally beyond those persons who legitimately need to know it for purposes of their job.

Please always keep in mind that improper use or disclosure of confidential business information could seriously damage Jensen Metal's reputation and business partners and cause harm to our business.

Disciplinary action may be taken

Jensen Metal has a “zero tolerance” policy for any conduct that violates the Code. This means that when a violation has been verified, appropriate action commensurate with the nature and extent of the violation will be taken.

No individual or manager in Jensen Metal has authority to engage in conduct that does not comply with this Code, or to authorize, direct, approve or condone such conduct by any other person.

As such, the Jensen Metal intends to prevent the occurrence of conduct not in compliance with the Code and to halt any such conduct that may occur as soon as reasonably possible after its discovery.