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BUSINESS CODE OF CONDUCT

At Triscan A/S, we want to make sure that we do business in a responsible way, as this contributes to us acting liable as a company. This applies both in relation to customers and suppliers, collectively referred to as 'business partner' in the following.

We have therefore introduced environmental, social and ethical standards. In addition, it is crucial that our business partners comply with applicable international human rights and working conditions conventions and national legislation as a minimum.

Triscan A/S and our employees themselves follow the standards in this policy, and we endeavor to cooperate with business partners who show the same responsibility as we do. Through trust, dialogue and cooperation, it is our goal to contribute to the green transition through joint value creation for the benefit of our business partners, ourselves and the surrounding community.

1 - ENVIRONMENT AND CLIMATE

At Triscan A/S we strive to minimize the negative environmental effects of our activities, products and services through a proactive approach and responsible handling of environmental conditions (including but not limited to):

- Use of scarce natural resources, energy and water
- Working environment conditions
- Emissions in air and discharges in water
- Noise, smell and dust emission
- Potential and actual soil contamination
- Waste management (hazardous and non-hazardous substances)
- Product issues (design, packaging, transport, use and recycling/disposal).

We as a company pay constant attention to current environmental legislative requirements that are relevant to the environmental effects of our activities, products and services. Moreover, we ensure compliance with the legislation through training, information, control and monitoring. We continuously improve the overall environmental activity related to significant environmental conditions.

We have established and maintain our emergency procedures to effectively prevent and treat all health emergencies and occupational accidents that may affect the surrounding community or have a negative impact on the environment.

We exercise due care when sourcing products, to prevent product defects that could harm the life, health or safety of people, or have a negative effect on the environment.

2 - HUMAN RIGHTS AND WORKING CONDITIONS

At Triscan A/S we do not take part in or benefit from the use of child labor. We refrain from employing young workers (under the age of 18) to perform any type of work, which can be expected to endanger their health, safety or morals.

We ensure that our employees are offered a safe and healthy working environment. This includes, but is not limited to, protection against fire, accidents and poisons. Sufficient health and safety policies and procedures are established and followed.

To secure a safe working environment, we provide the employees with safety equipment and training as required by law.

We protect our employees against all forms of physical, verbal, sexual or psychological harassment, violence or threats in the workplace, whether perpetrated by managers or colleagues, including when determining and implementing disciplinary measures.

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Employment with Triscan A/S is concluded in accordance with applicable law and fulfils collective agreement requirements for remuneration, working hours, etc.

3 - ANTI-CORRUPTION AND RESPONSIBLE, LEGAL BEHAVIOR

Employees of Triscan A/S and people associated with Triscan A/S must not engage in or tolerate corruption or fraudulent practices. We comply with the relevant legislation and refrain from bribery or use of other methods to illegally influence public and/or private employees.

Our contracts with subcontractors contain a section on anticorruption, and that the contracting party must comply with all applicable laws and regulations, including tax legislation. Thus, undeclared work is not tolerated.

Triscan A/S and its employees do not offer employees of business partners gifts or representation with the aim of influencing decisions. We only offer gifts for business purposes and only up to a reasonable level – and never during an offer process.

Our counselling, assessments and decisions must always be transparent, and we must inform business partners of any conflicts of interest.

4 - ZERO TOLERANCE

Triscan A/S will not cooperate with a company that violates fundamental human rights, contributes to bribery and corruption or tax evasion.

The following is therefore considered unacceptable:

- Discrimination of employees based on gender, age, sexuality, ethnicity and political affiliation.
- Exposure of employees to life-threatening work environments and where protective measures have not been implemented.
- Deliberately causing significant air or water pollution or significant soil pollution.
- Engaging in or supporting bribery, corruption or fraudulent conduct.
- Failure to pay taxes and fees.

To support Triscan A/S employees and business partners' ability to point out unacceptable behavior within Triscan A/S, we have a whistleblower scheme. To support zero tolerance Triscan A/S encourages all business partners to have a whistleblower scheme as well.

5 - VIOLATION OF TERMS OF POLICY

In cases where it is assessed that a business partner does not live up to the standards of our business code of conduct, we will initiate a dialogue with the business partner with the aim of clarifying the specific circumstances. We will therefore actively seek to contribute to an improvement of the social, ethical and environmental conditions at the business partner. If this is not successful, the cooperation with the business partner is terminated.

6 - DISCLOSURE

Our business code of conduct is published on our website.