

The Purpose of the Code of Conduct:

It is important to the Dymak Group, that we do our business with a high overall standard and in line with our values. Accordingly, the Dymak Group Code of Conduct has the purpose of making sure that the employees of the Dymak Group – as well as our suppliers – comply with the highest social and environmental standards. Our Code of Conduct is based on the recommendations from the United Nations and adapted to our line of business.

Who does the Code of Conduct apply to?

In Dymak Group, we expect our employees as well as our suppliers to comply with the following social and environmental standards. In case of conflicting standards between the national law, The Dymak Group Code of Conduct and any other agreements, the highest standard shall always apply.

For employees in the Dymak Group, this Code of Conduct acts as a supplement to the Employee Handbook, which we hand out to all new employees at the first day of work. We will review the operation of the requirements of this Code of Conduct periodically and regularly communicate the content of it to all employees. Additionally, we make sure that our suppliers also comply with the requirements.

What does the Code of Conduct Cover?

1. Child labour

Dymak Group does not use child labour. We do not engage in or support the employment of any person under the minimum age established by the local law, but in no case under the age of 15. In addition, we promote the education of young workers. No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations.

2. Forced and compulsory labour

We do not support forced or compulsory employment. All employment relationships are voluntary and based on mutual consent, without the threat of a penalty.

3. Discrimination

We do not engage in or support the use of discrimination. We make sure that there is no discrimination in employment and occupation.

4. Disciplinary practices

We will not engage in or support the use of physical, sexual, psychological or verbal harassment or abuse.

5. Compensation

We ensure that at least the minimum wage established by the local law is paid.

6. Hours of work

We ensure that the maximum weekly working hours established by the local law are not exceeded.

7. Freedom of association

Dymak respects freedom of association and the effective right to collective bargaining. Employees are free to establish or join worker organizations of their own choosing and Dymak respects the full freedom of workers' organizations to draw up their constitutions and rules.

8. Health and safety

We will provide a safe, clean and healthy working environment and will take adequate steps to prevent accidents and injury to health arising out of the course of work or the operation of the employers.

9. Environment protection

We utilize natural resources as efficiently as possible, handle hazardous substances environmentally correct, and dispose waste and containers in an environmentally compatible manner.

What do you need to do?

As an employee in the Dymak Group or a supplier to the Dymak Group, you are expected to comply with the requirements established in this Code of Conduct. If you experience violation of any of the requirements, we expect you to address them, so this can be handled accordingly.

Do you have any questions?

If you have any questions concerning this Code of Conduct, please direct them to Heidi Constance Mortensen at hcm@dymak.dk.