

Netavent A/S – Code of Conduct

Netavent skal altid opretholde høje etiske standarder, være ansvarlige for vores forpligtelser og sikre integritet i sociale, økonomiske og miljømæssige anliggender. Adfærdskodekset gælder for alle vores medarbejdere. For at være konsekvent skal vores leverandører også følge dette kodeks. Det er leverandørernes ansvar at sikre overholdelse af adfærdskodekset på relevante områder.

Responsibility and compliance with laws and regulations

We and our suppliers must comply with and take responsibility for our actions. In the event of a conflict, the law takes precedence over the Code of Conduct. Otherwise, the Code applies where laws and regulations are lacking.

Compliance with international standards of conduct

Those covered by the Code are expected to act in accordance with the standards set by national and international authorities and the UN.

Transparency

Transparency towards our stakeholders is fundamental. All transactions must be reported correctly in accordance with accounting principles and applicable laws and regulations.

Ethical behavior

Ethically correct behavior based on honesty, fairness and integrity are the fundamental requirements for everyone covered by the Code of Conduct.

Respect for stakeholders

Contact with stakeholders should be ongoing to create a realistic picture of the situation and mutually exchange views.

Environment and sustainability

Suppliers must comply with national environmental and sustainability regulations and have a systematic approach to continuous improvement in this area. Netavent and our suppliers should, where alternatives are available, avoid the use of materials that have a negative impact on the environment.

Health and safety

Our employees and our suppliers' employees must work in a safe, good and secure working environment. This means that we work systematically to reduce injuries and work-related illnesses.

Business ethics

Cooperation with suppliers is based on business ethics. We and our suppliers must act impartially and avoid situations where a position of dependence may arise, for example by forgoing payments, gifts or travel that are not directly related to the parties' cooperation.

Corruption and bribery

We and our suppliers must combat corruption, extortion and bribery and have procedures in place to deal with irregularities. In line with the UN Convention against Corruption, we want to ensure that the persons covered by this Code never offer, promise, authorize, give, request or accept anything of value (including gifts and other benefits) for the purpose of unethically or illegally promoting or retaining business.

Respect for human rights

Netavent and our supplier must never cause, contribute to, or be associated with negative impacts on human rights. The following criteria must be met:

1. National legislation: the labour laws of the countries where the supplier operates must be complied with and always start with a minimum level for employee conditions. If national legislation sets higher requirements than the ILO conventions or the UN Declaration of Human Rights, this must always be present.
2. The supplier must respect human rights as defined by the UN (ILO 135 and 154).
3. Child labor must not occur (ILO 79, 138 and 182).
4. Forced labor must not occur (ILO 29 and 105).
5. There must be no cases of discrimination (ILO 100 and 111).
6. The right to association and organization must be respected (ILO 87 and 98).

Wages and working hours

Employees' working hours and wages (including overtime and benefits) must meet or exceed national legislation. We and our suppliers must offer binding employment contracts. Wages must be paid to the employee. Payment must always be reported as monthly wages. Payment for overtime must comply with national legislation.

Responsibility for implementation

The CEO of Netavent A/S is responsible for implementing and ensuring compliance with the Code of Conduct. Suppliers to Netavent are responsible for implementing and monitoring compliance with this Code of Conduct.

Follow-up and compliance with requirements

The Code of Conduct is being developed gradually. By accepting our Code of Conduct, the supplier promises to follow the Code and allows us to verify compliance. This verification is carried out through a review of the Code of Conduct and through a separate questionnaire, which forms the basis for an overall assessment of the supplier. Finally, we encourage any interested party who discovers deviations from our Code of Conduct to report this to us.