



# CODE OF CONDUCT

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## AAGs approach to CSR



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### AAG | Aalborg Gummivarefabrik A/S approach to CSR – code of conduct

#### ENVIRONMENT

- We follow Danish Law.
- We sort our waste in various fragments for re-cycling.
- By using nesting programs on CNC machines, we also try to optimize our material use.

#### HSE

- We take the health of our employees seriously and promote safety and PPE.
- We comply with relevant laws and expect the same from our suppliers and business partners.
- We comply with statutory inspections.

#### HUMAN RIGHTS

- We respect basic human rights and expect the same from our suppliers and business partners.

#### SOCIAL AND LOCAL RESPONSIBILITY

- We strongly believe in educating young people and we make use of apprentices in Sales, purchase, warehouse/logistics and production.
- To support this value we make use of employees in “flex.jobs, Job trials and students in internships etc.
- Above is also a main goal set up in our membership in Aalborg Alliancen.
- We annually support “Kræftens Bekæmpelse” “The Fight Against Cancer”.
- We annually support a local college class by supporting their “running event day”.

#### ETHICS REPORTING

- It is possible for employees and external stakeholders to raise concerns by sending a letter addressed to:

AAG Aalborg Gummivarefabrik A/S  
Sundsholmen 3  
DK-9400 Nørresundby  
Att: Administration /confidential

- We accept no form of bribery and corruption.