

BASIC PRINCIPLES OF SOCIAL RESPONSIBILITY

Introduction

AV-HUSET A/S is of the opinion that our actions must accord with the interests of society and we have joined the UN Global Compact. This means we are committed, as a company, to adapt our operations and strategies to the ten principles in the areas of human rights, labor rights, environmental principles, and anti-corruption as well as the 17 Sustainable Development Goals.

Human Rights

We respect and support compliance with internationally recognized human rights, among these employees and business partners.

Equal Opportunities

We uphold and affirm that there is and must be equal opportunity among our employees, regardless of the color of their skin, race, gender, age, nationality, social origin, handicap, or sexual preference. We respect the political and religious convictions of our employees and partners as long as they are based on democratic principles and tolerate those of different persuasions.

Integration of Handicapped People

In our view, handicapped people possess equal rights as members of society and business life. Encouraging them, integrating them into the enterprise, and working with them in an atmosphere of cooperation are pivotal elements of our corporate culture.

Free Choice of Jobs

We reject forced labor of any kind and respect the principle of freely chosen employment.

Rights of Children

We condemn child labor and respect the rights of children. AV-HUSET A/S will adhere to the stipulations of ILO Convention no. 138 and no. 182.

Relations with Associate Representatives and Their Institutions

We recognize the fundamental right of all employees to form trade unions and to join these trade unions of their own free will. Employees will neither receive undue advantage nor suffer any disadvantage as a result of their membership in trade unions.

Within the framework of respective legal regulations, in so far as these are in harmony with the ILO Convention no. 98, we respect the right to collective bargaining for the settlement of disputes pertaining to working conditions, and endeavor together with our partners to work together in collective negotiations and in a constructive manner marked by mutual confidence and respect.

Fair Working Conditions

Our remuneration and social benefits conform at the very least to national and/or local statutory standards, provisions, or respective agreements. We observe the provisions of ILO Convention no. 100 with respect to the principle of equal remuneration for work of equal value. We comply with national provisions regarding working hours and vacation.

Any employee may complain to their respective line manager or the company's leadership if they believe they have been subject to unfair treatment or have suffered disadvantages with respect to working conditions. Employees will not suffer any disadvantage as a result of lodging such complaints.

Occupational Health and Safety

Safety at the workplace and the physical and mental well-being of our employees have top priority. AV-HUSET A/S adheres at the very least to the relevant national standards for a safe, hygienic working environment and takes appropriate action within this framework to ensure its employees, health and safety at their workplace in order to guarantee working conditions which are not harmful to health.

Qualification

We encourage our employees to train to acquire skills and knowledge and to expand and enhance their professional and specialist know-how.

Environment

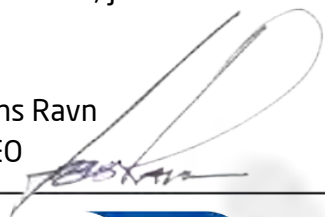
Our basic principles of environmental protection reflect our duty toward the environment and are the basis for many initiatives which are implemented throughout the company. Read our [Environmental Policy](#) on our website. Since 1995 AV-HUSET A/S supports the work of WWF to build a future in which people live in harmony with nature.

Anti-Corruption

AV-HUSET A/S is of the opinion that corruption and bribery are incompatible with good business management and harmful to productive activities. Therefore, we have prepared and follow some business principles for countering bribery. They will ensure that our employees behave ethically and with integrity. Read our [Anti-Corruption Principles](#) on our website.

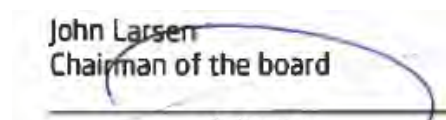
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