

Sustainability

Fact
Sheet

Hartmann 10 Sustainability Principles

The Hartmann Group has specified its social commitment and its contribution to sustainable development in 10 corporate sustainability principles.

Principle no. 1:

Health and safety in the workplace

Hartmann will endeavour to secure health and safety in the workplace by means of cleaner technologies, procedures and practices as well as by the development of competencies and efforts to change attitudes among the employees. Hartmann will also make an effort to promote similar conditions for employees in companies that are part of the value chain to which the Group belongs.

Principle no. 2:

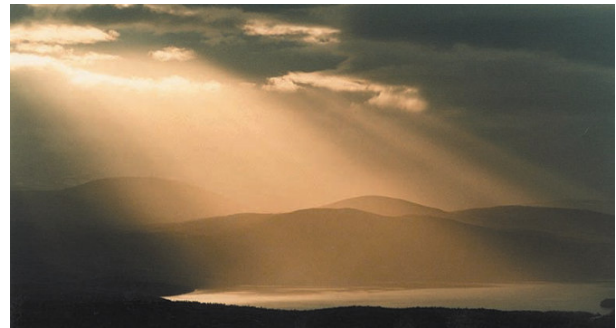
The well being of employees and their families

Hartmann will endeavour to secure the well being of employees and their families by means of relevant local initiatives, practices and procedures that are in keeping with local traditions, conditions and needs. Hartmann will also make an effort to promote similar conditions for employees and their families in companies that are part of the value chain to which the Group belongs.

Principle no. 3:

Fair wages

Hartmann will endeavour to secure fair wages by means of a wages policy that is consistent with the situation prevailing in other local industrial companies and which enables the Group to attract and retain qualified employees. Hartmann will also make an effort



to promote fair wages for employees in companies that are part of the value chain to which the Group belongs.

Principle no. 4:

Good relations to the local community

Hartmann perceives itself as being part of the local community, and the Group therefore endeavours to secure good relations to the local community by means of active participation in social and business-related activities at local level and setting a good example to others.

Principle no. 5:

Non-discrimination and equal opportunities

Hartmann will endeavour to prevent discriminatory practices and secure equal opportunities by means of the application of procedures and practices to prevent discrimination in connection with recruitment or dismissal, career development, training and education, or the granting of staff benefits. Hartmann will endeavor to promote non-discrimination and equal opportunities for employees in companies forming part of the value chain to which the Group belongs.

Principle no. 6:

The right to organise and collective bargaining

Hartmann recognises the right of its employees to be members of a trade union and to negotiate pay and working conditions collectively. The Group further recognises the right to organise and collective bargaining in companies forming part of the value chain to which the Group belongs.

Principle no. 7:

Rejection of forced labour

Hartmann does not accept the use of forced labour – neither inside the Group nor in companies forming part of the value chain to which the Group belongs.

Principle no. 8:

Preventing child labour

Hartmann will not employ persons below the minimum age and the Group will apply preventive procedures and practices accordingly. The Group will make an effort to promote that similar procedures and practices are applied by companies forming part of the value chain to which the Group belongs.

Principle no. 9:

Refraining from bribery and corruption

Hartmann refrains from using bribery and corruption by means of openness towards relevant business partners and by setting up a set of guidelines specifying how to avoid bribery and corruption. Hartmann will also contribute to minimising bribery and corruption in companies forming part of the value chain to which the Group belongs.

Principle no. 10:

Proactive environmental protection

Hartmann will endeavour to protect, respect and safeguard environmental values by means of the systematic and proactive integration of environmental considerations in its daily business activities, by the development of environmentally friendly production methods and products, by training its employees in environmental issues, and by influencing the stakeholders in the value chain to which the Group belongs.

Contact

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