

# CSR Policy



## 1. INTRODUCTION

### 1.1. Background

TRIAx' CSR policy is based on TRIAX' awareness of having a social responsibility. To contribute to the community is part of our policy. We do it by creating sustainability and by creating profitable growth for our companies. TRIAX is aware that we must take environmental, social and governance issues into account in order to increase our competitiveness, our performance and generate revenues on a long term. The CSR policy have to support TRIAX' mission, vision and fundamental values.

### 1.2. Purpose

The purpose of this policy is to describe who is responsible for considering environmental, social and managerial factors in TRIAX' business; how and when we incorporate CSR in TRIAX' daily activities and determine the environmental, social and governance principles we undertake and describe how we report the activities we carry out.

### 1.3. Scope

TRIAx strives to apply responsible principles in all of our activities and in all offices and departments. This means that this policy covers the activities of TRIAX A/S, as well as the activities in the individual subsidiaries.

### 1.4 Focus areas

- Human rights
- Child labour
- Anticorruption
- Environment
- Occupational environment
- Occupational injury
- Sickness absence

## 2. RESPONSIBLE PROCESSES

### 2.1. ROLES AND SHARE OF RESPONSIBILITIES

TRIAx always strives to follow up on relevant environmental, social and governance issues that may arise. In order to achieve these goals, all members of the board are members of the day-to-day management – and all of TRIAX' staff and companies are obliged to keep themselves informed of TRIAX' CSR policy and underlying policies and principles. Roles and share of responsibilities are described in Triax' quality management system ISO 9001 and in our Code of Conduct.

## **2.2. Practice of active ownership**

TRIAX encourages all companies to accede to UNGC's principles and perform an annual internal self-evaluation of the company's social responsibility and incorporate any relevant aspects found.

## **2.3. Reporting**

TRIAX complies with the claim to provide information on the following subjects:

- Our policies and guidelines for social responsibility and company management
- How we transform such policies into real action

All companies in the TRIAX Group report on the social responsibility in accordance with the UNGC reporting structure. This means that the companies disclose information on the following subjects:

- Practical actions that have been conducted and planned in order to implement the Global Compact principles in all four areas (human rights, child labour, environment, anti-corruption) based on reports or explain the principle

## **3. PRINCIPLES**

### **3.1. Environmental and social principles**

TRIAX has a structured approach to environmental management. Concrete and measurable objectives for the environmental work have been specified and are assessed continuously.

TRIAX complies with UNGC's principles.

UNGC is a voluntary initiative for companies with the purpose of encouraging the companies to support and implement the 10 principles in all they do and to encourage the companies to contribute with voluntary initiatives that promote UN's goals of sustainability. The most important thing is to adopt business activities all over the world to support the comprehensive UN goals, e.g. the struggle against poverty and care for the world's limited resources. In order to make these goals even more evident, UNGC has defined the following 10 principles in the areas of human rights and core labour standards, environment and anti-corruption:

#### **Human rights**

- We support and respect the protection of internationally proclaimed human rights.
- We make sure that they are not complicit in human rights abuses.

## **Labour**

- We uphold the freedom of association and the effective recognition of the right to collective bargaining.
- We uphold the elimination of all forms of forced and compulsory labour.
- We uphold the effective abolition of child labour.
- We uphold the elimination of discrimination in respect of employment and occupation.

## **Environment**

- We support a precautionary approach to environmental challenges.
- We undertake initiatives to promote greater environmental responsibility.
- We encourage the development and diffusion of environmentally friendly technologies.

## **Anti-corruption**

- We work against corruption in all its forms, including extortion and bribery.

### **3.2. MANAGEMENT PRINCIPLES**

In order to increase the value of its assets, TRIAX has laid down a number of requirements for the ways in which we and our companies conduct our business. TRIAX provides support and guidance to the companies' managements in order to ensure good corporate governance rules and practice.

#### **Management and corporate culture**

It is the management's responsibility to ensure compliance with the CSR principles, thereby creating a sustainable and profitable future for all our activities.

#### **Board of directors' principles**

The members of TRIAX' board are appointed because of their qualifications and experience; their responsibilities are defined clearly; the board of directors evaluates its own performance; and conflicts of interests are avoided.

Once a year, the topic CSR will be on the agenda of a board meeting, and the board will follow up on results and action plans.

#### **Management systems and transparency**

The management ensures preparation of policies and systems, which are intended to monitor the day-to-day management and the review of wages/salaries, compliance with accounts, records and accounting principles, efficient internal control and comprehensive risk assessment processes.