



HAARSLEV™

Processing Technology

EMPLOYEE CODE OF CONDUCT

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THE CORRECT BEHAVIOUR

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CEO'S INTRODUCTION

This Code of Conduct is our guide to ethical business commitment. It cannot cover every situation or circumstance, but it can be summarized in one simple idea: **"do what is right."** The Code of Conduct outlines the values and behaviours, which are reflected in our Vision 2020. On the pages that follow, discover how you can make Vision 2020 a reality.

For more detail information, please see the full edition of the Code of Conduct available on HI-net and haarslev.com.



WE BELIEVE THAT ETHICAL BEHAVIOUR IS NOT JUST THE RIGHT THING TO DO;
IT IS THE FOUNDATION OF ANY LASTING BUSINESS SUCCESS.

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BUSINESS PRINCIPLES

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ACCOUNTING AND REPORTING

We are committed to providing full, fair, accurate, timely and comprehensible information in Haarslev' public reports and any other communications.

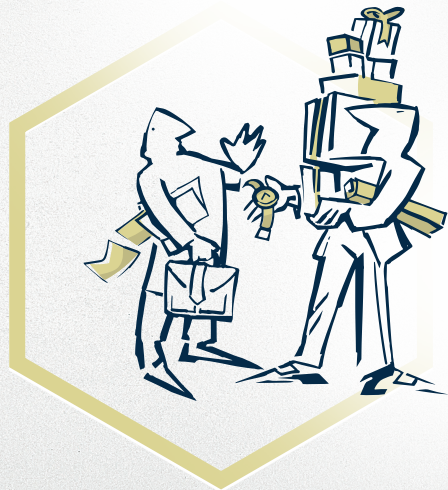


ANTI-CORRUPTION AND BRIBERY

We have zero tolerance for corrupt activities.
Consequently, we will never offer or accept bribes, rewards or benefits
– either directly or indirectly.

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GIFTS, ENTERTAINMENT AND OTHER BUSINESS COURTESIES

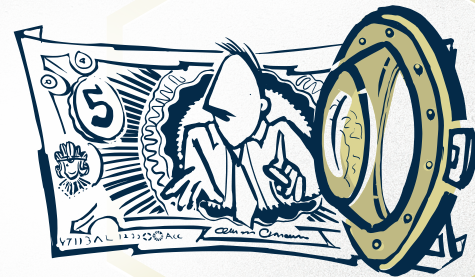
We will never accept or offer gifts, favours, entertainment, hospitality or any other kind of business courtesy that could inappropriately affect or appear to inappropriately affect the outcome of business decisions.

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MONEY LAUNDERING

We do not accept, support or facilitate money laundering.





CONFLICT OF INTEREST

We must avoid any conflicts of interest and not allow our private financial or personal activities to interfere or appear to interfere with Haarslev' best interests.

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COMPANY PROPERTY AND RESOURCES

Haarslev' property, products and resources
are to be handled responsibly and appropriately





TAXATION

We shall comply with the tax legislation and regulations of each country in which it operates.

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FAIR COMPETITION PRACTICES

We support free and fair competition, which is ethical and lawful.





CONFIDENTIAL INFORMATION

Any confidential information relating to Haarslev' present and future business operations is to be kept strictly confidential, and may only be used in connection with your employment at Haarslev.

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EXTERNAL COMMUNICATIONS

We are not permitted to make statements on Haarslev' behalf, or to provide company information to outsiders, without proper authorization (e.g. by way of authority based on the Employee's position at Haarslev).





POLITICAL INVOLVEMENT

We observe strict neutrality with regard to political parties and candidates.

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DELEGATION OF AUTHORITY

Haarslev' management system and contracting processes are designed to help Haarslev protect its assets and provide the appropriate controls needed for Haarslev to run its business effectively.

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INTELLECTUAL PROPERTY RIGHTS

Each Employee hereby assigns to Haarslev all right, title, and interest in any intellectual property (e.g. patent) which the Employee has developed while in the employment of Haarslev, subject to the laws on intellectual property rights.

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REPRESENTATION OF HAARSLEV' PRODUCTS

All representations made by Employees concerning Haarslev' products and services must be current, accurate and not misleading or false.





LEGAL COMPLIANCE

We will comply with any laws and regulations that apply to its business.

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IMPORT AND EXPORT CONTROLS

We are committed to complying with import and export laws and regulations.

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PRINCIPLES OF HUMAN RIGHTS AND RIGHTS AT THE WORKPLACE

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HUMAN RIGHTS

We shall support and respect the protection of the UN's Universal Declaration of Human Rights and the Core Conventions of the International Labour Organization (ILO), and make sure that Haarslev is not complicit in abuse of human rights.





NON-DISCRIMINATION

We recognise diversity as strength. Discrimination against or harassment of any Employee in regard to race, ethnic background, gender, disability, sexual orientation, religion, political opinion, maternity, social origin or any similar characteristics is prohibited. Physical, psychological, sexual or verbal harassment or any illegal threats made against or between any colleagues or business partner will not be tolerated.

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FORCED OR CHILD LABOUR

The use of child labour will not be tolerated. The minimum age for employment shall be in accordance with the ILO Convention or the age specified by local legislation, if higher.





WORKPLACE PRACTICE

Our Employees are entitled to a safe and healthy workplace. We will provide and maintain a safe work environment for our Employees, and integrate sound health and safety management practices into our business. We expect Employees to report to work free from the influence of illegal drugs or controlled substances, and not to abuse prescribed or over-the-counter drugs or alcohol.

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WORKING HOURS, WAGES AND COMPENSATION

We shall comply with any applicable laws, agreements and industry standards on working hours, wages and compensation.





COMMUNITY INVOLVEMENT

We shall be a responsible member of the communities in which we operate through focused partnerships at local and national level. We encourage our Employees to take part in local community work.

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COMMUNICATION

Our communication is based on credibility, responsibility, proactivity and interaction.
These apply equally to all Employees. We advocate an open dialogue.





EMPLOYEE PRIVACY

We gather and maintain personal information relating to an Employee's employment.
We will comply with any applicable data protection laws.

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ENVIRONMENTAL PRINCIPLES

We are committed to promoting and maintaining environmentally responsible practices for the benefit of our customers, employees and the communities in which we operate.

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HEAD OFFICE

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haarslev.com

GLOBAL PRESENCE - LOCAL EXPERIENCE

Please contact us or visit our website to locate the closest sales office.

VIOLATION OF THE CODE

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WE REGARD ANY VIOLATION OF THIS CODE AS A SERIOUS MATTER. ANY BREACH MAY PUT HAARSLEV, ITS BRAND, ITS EMPLOYEES, AND ITS PRODUCTS OR SERVICES AT SUBSTANTIAL RISK.

As a Haarslev Employee, you are encouraged to report any suspected violation of this Code to your General Manager or Human Resources/Legal Department in Group.

Support: If you have any questions concerning the Code, please contact your local General Manager or Code of Conduct specialist.



MASTER YOUR PROCESS

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