

Scanel International A/S

CSR

Corporate Social Responsibility



Scanel's aim is to be active through the entire value chain when it comes to shaping the future environment, work environment and communication.

This requires a responsible management as well as employees who take responsibility.

This CSR sets the standard for our own actions and conduct.

The board of directors, management and employees must all comply with the standard.



The foundation of our corporate behavior is stated in our values

HONESTY

We are honest with ourselves and with our stakeholders.

RESPECT

We respect each other.

TRUST

We trust each other and conduct ourselves in a trust-worthy way.

Values vital in our daily work

RESPONSIBILITY

We take responsibility.

FOCUS

We focus on creating increased value for all our stakeholders.

SIMPLICITY

We want it to be easy to do business with Scanel International A/S.

Business principles

We want our customers and stakeholders to consider Scanel a trustworthy and honest company that always fulfill its obligations. Scanel strives to build long term business relations in order to create value to customers and owners, as well as to create safe working conditions containing opportunities for development.

Human rights and working principles

Scanel supports and respects

- the international human rights conventions

Anti-corruption policy

We have high ethical standards in all our activities and we compete fairly and solely on the value of our services without compromising our integrity or our relationships. To ensure that Scanel has consistently high ethical standards and to avoid infringement of anti-corruption Scanel has developed a code of conduct, which include the following basic rules on anti-corruption:

- Scanel is against any form of corruption and bribery.
- Scanel compete fairly and only on the value of our services.
- Whatever the local practice may be, personal payment, kickback or bribery between Scanel and customers, suppliers or officials is strictly prohibited.
- It is unacceptable to receive gifts or other free services from business partners, unless it is customary in the particular environment and the value is low and it has a commercial purpose.

These rules are the basic rules of our anti-corruption policy.

As a global service provider, we have operations in countries whose legislation does not address the rules on anti-corruption, or where such rules are not enforced. This policy also applies in these cases.

Environmental and work place responsibility

Scanel strives towards creating optimal preconditions in all activities in order to reduce environmental impact and contribute to energy – and resource efficiency throughout the whole work process.

Scanel must create healthy environments for those who operate in our environments.

Scanel must constantly strive to reduce the environmental impact – primarily with focus on energy – as well as comply with or exceed national requirements and international regulations when it comes to reducing air, soil and water pollutant emissions.

Scanel must reduce the use of damaging substances and secure that waste is handled in a safe and pro-environmental way as well as contribute to more recycling.

Scanel actively aims to reduce the number of work-related injuries among other things by providing relevant safety equipment to our employees.

Scanel has a sickness absence policy that ensures a constructive dialogue with the employee on a very early stage in order to identify the cause of absence.

Supplier Code of conduct

Human and labor rights

The supplier supports and respect international human rights conventions. This means that the supplier:

- Must refrain from the use or benefit of any kind of forced labor.
- Must refrain from the use or benefit of any kind of child labor.
- Take all necessary precautions to ensure that there is no discrimination in hiring and employment in the company.
- Protects employees against any form of physical, verbal, sexual or psychological harassment, abuse or threats.
- Recognize the right of employees to freedom of association and collective bargaining.
- Respect the right of employees to freedom of opinion, expression and religion and the right to privacy.
- Is aware that the supplier does not contribute to human rights violations.

Labor, Health and Safety

The supplier ensures employees decent employment and a healthy and safe working environment that as a minimum comply with applicable national laws and regulations. This means that the supplier:

- Ensures that all employees who work for the company is legally recognized as employees.
- Ensures staff decent working conditions in terms of pay, working hours, rest, leave, health and safety, maternity.
- Ensures all employees a healthy and safe physical and psychological work based on prevention.

This implies that health and safety risks are continuously identified and removed or prevented.

Environmental responsibility

The supplier must ensure compliance with relevant applicable environmental laws and regulations. The supplier manages environmental risks and seeks to minimize actual and potential environmental impacts associated with the company's services. Environmental efforts must be preventive.

Bribery and corruption

The supplier is actively working to avoid all forms of corruption, including bribery or similar illegal methods as means to obtain improper influence or benefit of a commercial nature.

Compliance and follow-up

Compliance and follow-up is the responsibility of Scanel and the employees

Compliance with the CSR is the responsibility of everyone – from top executives and managers at all levels in the company to the individual employee.

Each manager is obligated, within his own area of responsibility, to ensure that all employees are informed about and familiar with Scanel's CSR policy.

Follow-up

As a natural part of the on-going ISO activities, a follow-up is conducted on a regular basis in order to secure compliance with the CSR.

Breaches must always be reported in accordance with the procedure for deviations in the ISO system.

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