

CUC Code of Conduct

CUC Engineering A/S has adopted this Code of Conduct in order to commit to an ongoing search for continuous improvement in compliance with the principles in the specified standards associated with labor, environment, business conduct and ethical behavior.

This Code of Conduct is based on The Ten Principles of the UN Global Compact.

A) LABOR STANDARDS

Employment is freely chosen: There shall be no forced, bonded or involuntary prison labor. Workers shall not be required to lodge "deposits" or their identity papers with the employer and are free to leave their employer after reasonable notice.

CUC Engineering strive to be an attractive workplace where the employees are empowered to influence their work life. Employees are supported in their decision-making process, responsibilities and managing challenges to retain mental wellbeing and avoid e.g. stress.

Working conditions are safe and hygienic: A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment. Access to clean toilet facilities and potable water, and if appropriate sanitary facilities for food storage shall be provided. The company observing the standards shall assign responsibility for health and safety to a senior management representative.

Child Labor shall not be used: There shall be no recruitment of child labor under 15 years of age. Children and young people under 18 years of age shall not be employed at night or in hazardous conditions.

Living wages are paid: Wages and benefits paid for a standard working week shall meet, at a minimum, national legal standards or industry benchmarks. In any event, wages should always be high enough to meet basic needs and to provide some discretionary income. All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment, and about the particulars of their wages for the pay period concerned each time that they are paid. Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the express and informed permission of the worker concerned. All disciplinary measures should be recorded.

Working hours are not excessive: Working hours shall comply with national laws and benchmark industry standards, whichever affords protection. Overtime shall be voluntary, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

No discrimination is practiced: There shall be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, or political affiliation.

Regular employment is provided: To every extent possible, work performed must be on the basis of a recognized employment relationship established through national law and practice.

No harsh or inhumane treatment is allowed: Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

No Human Trafficking or Slavery: There must be no activities or support of human trafficking or use of slave labor, directly or indirectly, including the activities of sub-suppliers.

B) ENVIRONMENTAL STANDARDS

CUC Engineering A/S complies with all statutory and other legal requirements relating to the environmental impacts of their business. A certified environmental management system is established to address all concerned areas including:

Waste Management: Waste should be minimized and items recycled whenever this is practicable. Effective controls of waste in respect of ground, air, and water pollution should be adopted. In the case of hazardous materials, emergency response plans should be in place.

Packaging and Paper: Undue and unnecessary use of materials should be avoided and recycled materials used whenever appropriate.

Energy Use: All production and delivery processes, including the use of heating, ventilation, lighting, Information Technology (IT) systems and transportation, should be based on the need to maximize efficient energy use and to minimize harmful emissions.

C) BUSINESS BEHAVIOR

The conduct of the supplier should not violate the basic rights of CUC Engineering A/S's intended beneficiaries. The supplier shall not be engaged in the sale of arms to governments which systematically violate the human rights of their citizens; or where there is internal armed conflict or major tensions; or where the sale of arms may jeopardize regional peace and security.

D) ETHICS

CUC Engineering A/S is committed to follow the highest standards of ethical conduct when dealing with their employees, suppliers and customers.

A) CUC Engineering A/S shall prohibit any and all forms of corruption, extortion and embezzlement by their employees, officers, directors or agents.

B) CUC Engineering A/S shall adhere to standards of fair business, advertising and competition.

C) CUC Engineering A/S shall accurately record and disclose information regarding their business activities, structure, financial situation and performance in accordance with applicable laws and regulations as well as prevailing industry business practices.

D) CUC Engineering A/S shall respect intellectual property rights and safeguard customer information. Transfer of technology and know-how shall be done in a manner that protects intellectual property rights.

E) ANTI-CORRUPTION

CUC Engineering A/S is committed to comply with anti-corruption laws that prohibit bribes, kickbacks, or other corrupt actions to obtain or retain business or obtain any improper advantage. All suppliers are expected to comply with applicable anti-corruption laws while conducting business on behalf of CUC Engineering A/S.

CUC Engineering A/S is prohibited from directly or indirectly receiving or offering any form of bribe, kickback, or other corrupt payment, to or from any person or organization, including government agencies or officials, private companies or employees of those private companies.

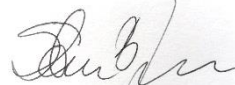
F) Whistle-blower

CUC Engineering has a whistle-blower function, which can be used to anonymously report suspected breaches of internal guidelines and legislation. From our homepage, you can find the link to report.

November 28, 2020



Morten Rasmussen
General Manager



Steen Bruun Jørgensen
Quality Manager