



HJHANSEN
Recycling Group

CODE OF CONDUCT

for Business Partners

Ver.1,2022-06-05
May 2022

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BACKGROUND

At HJHansen Recycling Group A/S we work to create a world where recyclable materials are treated as resources which must not be wasted or lost. We strive for a more sustainable utilization of the resources of nature and aim to unify considerations for the environment and our business.

HJHansen Recycling Group A/S is one of Northern Europe's leading companies for recycling ferrous and non-ferrous scrap.

Our core business is to collect and refine raw materials for recycling and thus give them new life.

This makes it possible to use fewer virgin resources, prevent pollution, and minimize both waste and energy consumption.

We constantly strive to ensure that the entirety of our value chain is conducted with attention to environmental and climate challenges, working conditions, human rights, and anti-corruption. All stakeholders from suppliers, agents, subcontractors, and customers are central to managing HJHansen Recycling Group A/S's impact on the world. We therefore have the same high standards for our business partners, as we do to our own operations, and consequently our business partners must comply with the requirements of our Code of Conduct for Business Partners.

We further encourage all our business partners to implement similar requirements towards their own suppliers and stakeholders.

If any stakeholder, external or internal, are made aware of issues not conforming to this Code of Conduct for Business Partners, or have questions to the matter, please contact the CEO of HJHansen Recycling Group A/S, Mogens Bach Christensen mbc@hjhansen.dk, or to the business partner's contact person at HJHansen Recycling Group A/S.

For contact information see www.hjhansen.com

LEGISLATION

In all their activities, business partners of HJHansen Recycling Group A/S must be knowledgeable and comply with all national and international laws and regulations that apply in all countries where they operate. The business partner must uphold all applicable permits, licenses, and required registrations in place.

For those business partners operating with transport, treatment, repair, and sale of electrical and electronic equipment or batteries, the WEEE and BAT Directives are particularly important.

HJHansen Recycling Group A/S' business partners shall always comply with the highest requirements arising from either applicable legislation or this Code of Conduct for Business Partners. If the local legislation contradicts to this Code of Conduct for Business Partners, then the business partner is obligated to inform the contact person at HJHansen Recycling Group A/S of this contradiction.

We further expect our business partners to keep HJHansen Recycling Group A/S informed in the event of any significant changes in relation to the approvals and permits they hold.

WORKING CONDITIONS & HUMAN RIGHTS



HUMAN RIGHTS

The UN's Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work are to be respected and supported by any business partner of HJHansen Recycling Group A/S.

FORCED LABOR

HJHansen Recycling Group A/S does not accept any form of forced labor, slave labor, or involuntary labor. Our business partners must assure that they do not take part in any form of human trafficking, prison labor, modern slavery, illegal labor, forced conditions, or anything of that nature.

All work carried out for and by business partners of HJHansen Recycling Group A/S must be based on recognized employment terms in line with local legislation.

Employees must be free to end their employment at any time in accordance with the agreed notice period without any sanctions or salary deductions.

HJHansen Recycling Group A/S further do not accept methods that restrict employees' freedom of movement, and no individual may be kept at work against their will.

CHILD LABOR

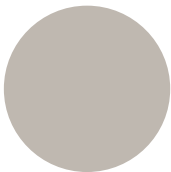
HJHansen Recycling Group A/S does not tolerate child labor.

All business partners are expected to follow and comply with the UN Convention on the Rights of the Child, the ILO's Minimum Age Convention (no. 138) concerning Minimum Age for Admission to Employment, and the ILO's convention (no. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor.



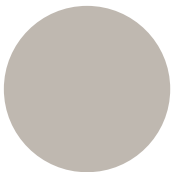
This means:

- All employees must be a minimum of 13 years of age.
- Employees between the ages 13 and 15 must only carry out light work.
- The parents of employees between the ages 13 and 15 or who are subject to compulsory education must be informed of the work and of the conditions under which the work is carried out.
- The minimum age for full-time employees is 15 (or 14 where local legislation permits in accordance with the ILO exception for developing countries).
- Employees under the age of 18 must not carry out hazardous work or work at night.



NON-DISCRIMINATION

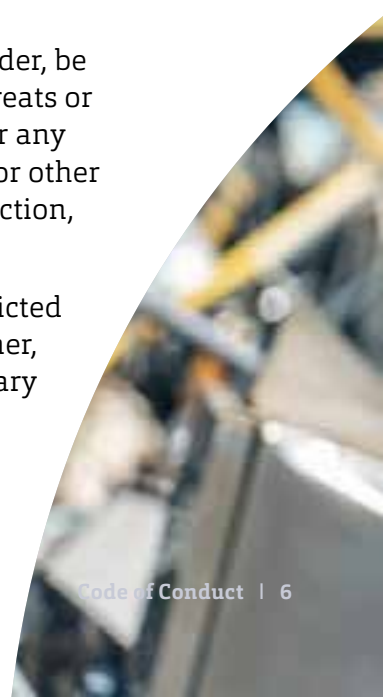
We expect our business partners to treat their employees, workers, or any individual in contact with the given company with equal respect. We will therefore not permit discrimination or harassment of any form at our business partners. This being discrimination based on ethnicity, gender, age, nationality, pregnancy, disease, religion, sexual orientation, trade union membership, or political affiliation.

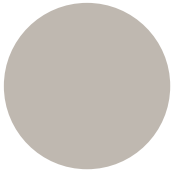


HARASSMENT & THREATS

Our business partners must not subject any stakeholder, be it employees, workers, or external stakeholders to threats or harassments. No stakeholder or employee may under any circumstances be subjected to corporal punishment or other forms of physical, sexual, or psychological punitive action, harassment, or force.

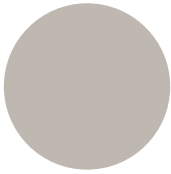
Employees of our business partners may not be restricted in legal and peaceful exercising for their rights. Further, salary deductions may not be imposed as a disciplinary sanction; unless they are regulated by collective agreements or approved by law.





FREEDOM

Our business partners are required to support their employees' right to freedom of speech and association. This includes negotiating collectively in relation to wages and employment conditions.



SAFETY & HEALTH

At HJHansen Recycling Group A/S we expect our business partners to comply with the given legislation and regulations related to the work environment and work conditions; ensuring a healthy, safe, and hygienic workplace to minimize the risk of occupational accidents and injuries.

Efforts towards these means should include, but is not restricted to, the following: fire safety, evacuation plan, safety equipment and procedures, access to clean toilets and drinking water, first-aid equipment, proper training in machine handling, and correct use of chemical substances in a safe manner.

We further encourage our business partners to both put on record and follow up on any accidents and near-miss accidents to continuously improve health and safety efforts.



CLIMATE & ENVIRONMENTAL PROTECTION

Business partners of HJHansen Recycling Group A/S must, as a minimum, comply with applicable national and international environmental laws and standards in the country/countries where they conduct their activities. They must comply with applicable regulations regarding air pollution, hazardous waste, discharge of water, chemical storage, recycling of waste, and waste management. Business partners must obtain and retain all necessary permits and licenses for their activities. Upon request such documents and certificates are to be presented to HJHansen Recycling Group A/S.

HJHansen Recycling Group A/S encourage our business partners to continuously take reasonable action to reduce their direct and indirect negative impact on the environment and continuously monitor improvement objectives. We further urge our business partners to support the circular economy by ensuring traceability and documentation through data and digitization.



DISPLACEMENT

When buying goods or components for reuse or upcycling from HJHansen Recycling Group A/S our business partners must pay particular attention to the environmental impact of the goods in terms of displacement.

We thus require a documented assessment to ensure that the process that the components are subjected to, will not have adverse environmental consequences. This documentation can be based on a general assessment and does not have to be prepared for each individual unit sold.

The units for reuse must also consider the products' life expectancy, and environmental and energy impacts, to ensure that the products do not contribute negatively to the circular economy.



MARKET BEHAVIOR, CORRUPTION, & BRIBERY

HJHansen Recycling Group A/S' business partners are expected to operate their business in a fair and ethical manner, complying with international trading regulations.

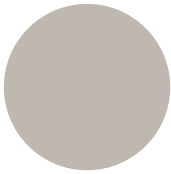
Our business partners must respect intellectual property rights and protect confidential information from theft, fraud, and inappropriate disclosure.





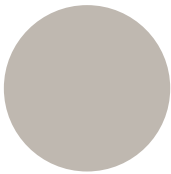
COMPETITION

Our business partners are not to enter any agreements with competitors on price fixing, market sharing, hampering of innovation, or similar anti-competitive activities violating the rules of fair competition.



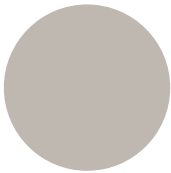
ANTI-CORRUPTION

International and national corruption and bribery laws are to be complied with. No business partner shall engage in or tolerate any form of corruption. Business partners may never offer or receive any favors or other reimbursements that might be considered undue benefits.



MONEY-LAUNDERING

HJHansen Recycling Group A/S does not tolerate money-laundering and expects all business partners not to accept, facilitate, or support money laundering.



CONFLICTS OF INTEREST

Business partners should not engage in conflicts of interest that could jeopardize the business partner's trustworthiness. That being directly or through someone closely related. If such a situation arise the business partner is expected notify HJHansen Recycling Group A/S at once.



IMPLEMENTATION & AUDITS

The Code of Conduct for Business Partners applies to all business partners of HJHansen Recycling Group A/S. We reserve the right ourselves or via third party appointed by HJHansen Recycling Group A/S to carry out an inspection to ensure compliance with this Code of Conduct for Business Partners. Such inspection of business partner's facilities and processes will be at our own expense and with reasonable notice.

Our business partners must be able to present all relevant documents and certifications as well as, upon inquiry, account for how they are complying with HJHansen Recycling Group A/S's Code of Conduct for Business Partners.

An identified violation of the Code of Conduct for Business Partners will be registered, and a plan of action will then have to be set and followed. Hereby, if a business partner does not comply with this Code of Conduct for Business Partners and upon being notified do not take the necessary steps to remedy these shortcomings in accordance with a joint plan of action, then we reserve the right to officially terminate the business relationship.





WE GIVE RESOURCES NEW LIFE

"Raw material scarcity and strain on the earth's natural resources are facts. With increased and better recycling, we all get more value and more opportunities in the future. Every bit counts."

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