



RG ROM GUMMI

CODE OF CONDUCT.

Lemvig, 05/08/2024

This Code of Conduct applies for all RG Rom Gummi employees and suppliers

At RG Rom Gummi, order and responsibility are an essential factor in our way of doing business. We will behave professionally, fairly and with integrity in all our activities.

We are proud to be a responsible company, and we strive to reduce our negative impact on the environment and climate. We want to create value for society, the environment, interested parties and our employees to the extent we can.

RG Rom Gummi adheres to the UN Global Compact's ten principles, and we expect our suppliers to take part in the responsibility for handling and preventing negative impacts on human rights, labour rights, the environment and the fight against bribery and corruption as well as the international guidelines for due diligence.

Human rights

- Business should support and respect the protection of internationally proclaimed human rights.
- Make Sure that they are not complicit in human rights abuses.

Workers' rights

- The company maintains the freedom of organization and recognizes the right of workers to collective bargaining.
- Provides a fair wage and guarantees the applicable national statutory minimum wage.
- Support the elimination of all forms of forced and compulsory labor.
- Supports the abolition of child labour.
- Eliminate discrimination in working and employment conditions.

Environment

- Support a precautionary approach to environmental challenges.
- Undertake initiatives to promote greater environmental responsibility.
- Minimize environmental pollution and make continuous improvements in environmental protection.
- Encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

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

Work environment

- Takes responsibility for the health and safety of employees as well as controlling risks and taking the best reasonable and possible safety measures against accidents and occupational diseases.

CSR POLICY & CODE OF CONDUCT

RG ROM GUMMI
Legislation

- Comply with applicable local laws, regulations, and industry standards.