

Dana-Seals A/S Code of Conduct

Dana-Seals

Your flexible partner for sealing solutions

State-of-the-art seals for hydraulic and pneumatic equipment



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Introduction

Dana-Seal A/S are committed to taking responsibility for both humans and the environment. We value our employees, suppliers, customers and business partners and strive to achieve and maintain positive, sincere and respectful relationships.

This Code of Conduct presents our ethical principles, a reflection of values we hold in high regard and consider non-negotiable. Compliance with the principles is essential to ensure a positive and healthy work culture.

The Code of Conduct applies to Dana-Seals and our suppliers, who are required to adhere to these principles, along with national and international laws and regulations. Suppliers have the responsibility to ensure compliance both within their own operation and with their suppliers.

A professional headshot of Louise Gyllich, CEO. She has long, wavy brown hair and is wearing a dark blazer over a white collared shirt. She is looking directly at the camera with a slight smile.

Louise Gyllich, CEO

Principle 1. Human rights

Human rights are fundamental principles that apply equally to all individuals, as presented in the Universal Declaration of Human Rights by the United Nations. These rights must never be compromised or disregarded. It is a shared responsibility to uphold and respect human rights and hold others accountable so that every person can have the minimum rights they deserve.

- Respect and uphold human rights, without any form of compromise or disregard

Principle 2. Non-discrimination and anti-harassment

Mutual respect and treating people with fairness are essential for a healthy work environment, and discrimination or harassment of any kind is unacceptable. This includes an environment free from discrimination based on gender, age, religion, sexual orientation, race, ethnicity, colour, nationality or disability, as well as zero tolerance for any type of bullying, verbal abuse, physical abuse, sexual harassment or any threatening behaviour.

- Do not engage in or approve of any form of discrimination or harassment

Principle 3. Working environment

Everyone deserves healthy and safe working conditions, and it is essential to maintain established conditions while continuously striving for improvement. This includes the right to reasonable working hours, breaks, rest periods and holidays, along with access to appropriate equipment and necessary training and guidance.

Every individual has the right to fair and equal pay, based on their education, skills, and experience, without discrimination based on factors such as age, gender, ethnicity or other personal characteristics.

- Maintain and improve healthy and safe working conditions
- Comply with established health and safety protocols
- Respect fair and equal pay across the whole organisation

Principle 4. Freedom of association

Everyone has the freedom to associate and will not be discriminated against or treated differently based on their associations. This includes the freedom to join, form, or leave organisations and communities without restrictions.

- Respect the right to associate freely, without discrimination or restriction

Principle 5. Forced labour

No individual may be threatened, misled or forced into doing labour. Utilizing forced labour is strictly prohibited and is under no circumstance allowed.

- Do not engage in or approve of any form of forced labour

Principle 6. Child labour

Children must be protected and any form of child labour that does not comply with applicable laws and regulations, is dangerous or harmful to the child, or interferes with schooling, is unacceptable.

- Do not engage in or approve of child labour

Principle 7. Anti-corruption

Business integrity is essential, and any form of corruption is unacceptable, this includes but is not limited to bribery, extortion, and fraud. Act with integrity and fairness and emphasize the intention behind your actions to ensure complete transparency and mutual understanding.

- Do not engage in or approve of any form of corruption

Principle 8. Free competition

Competition is essential for a healthy work environment and must be protected. Price-fixing, market-sharing, abusing a dominant position, and exchanging information or engaging in agreements that limit competition, are strictly prohibited.

- Do not engage in or approve of activities that restrict competition

Principle 9. Environment

Everyone has a responsibility to protect the environment and to make decisions in the present with a sustainable future as a priority. Acknowledge the need for change and adaptation, actively approach challenges, and take proactive steps to enhance sustainability.

- Engage in initiatives that enhance sustainability

Principle 10. Data security

Digital information, including personal data, business secrets and other confidential data, must be securely stored. It is essential to implement necessary security measures and stay up to date with newer security technologies.

- Engage in initiatives that enhance data security and comply with implemented security measures
- Confidential information must not be disclosed to third parties without permission

Questions, concerns or violations

Questions or concerns related to this Code of Conduct can be submitted directly to Dana-Seals A/S. In case of a violation of the principles presented, or applicable laws and regulations, parties adhering to this Code of Conduct are required to take action, including notifying Dana-Seals A/S. Reporting a concern or violation in good faith will not result in any form of retaliation.

Questions, concerns, or violations, E-mail: lg@dana-seals.dk