

Social Responsibility Policy

Purpose

A strong focus on social responsibility and sustainability is essential to Abena Produktion A/S. Abena Produktion A/S has a long tradition of taking our social responsibility seriously and in accordance with this, is SA8000 certified. Furthermore, as a minimum, we comply with the UN Declaration of Human Rights, the UN convention on the rights of the child, national labor laws and several other resolutions from the International Labor Organization.

As social responsibility encompasses a safe, healthy and engaging workplace, Abena Produktion A/S is furthermore ISO 45001 and 14001 certified and has obtained a wide range of other ISO certificates.

Child labor

Abena Produktion A/S dissociates from and does not use child labor. Employment of people under the age of 18 is limited strictly to the cases of educational matters and apprenticeships according to national law.

We ensure, that people under the age of 18 are not exposed to unsafe or dangerous physical or mental situations.

Forced and compulsory labor

Abena Produktion A/S neither supports nor associates with forced or compulsory labor herein the withholding of salary, bonus or property. Employees have the right to leave the workplace at the end of the workday and are free to resign according to national law. Abena Produktion A/S also dissociates from human trafficking.

Any disciplinary proceedings follow the internal procedure of Abena Produktion A/S, and the elected representatives are always part of this procedure.

Work environment and hours of rest

Abena Produktion A/S ensures a safe and healthy work environment where we actively work on preventing injuries and illnesses cf. ISO 45001.

Through our workplace risk assessment (APV) and a highly informed Work Environment Organization we ensure a focus on all levels of the company e.g. support for pregnant/nursing women, protective aids for production workers, access to first aid, internal work environment courses, injury reporting system and access to clean and proper facilities.

All employees are entitled to having their legal rest period respected. A normal work week cannot exceed 48 hours in average over a four-month period. There must be at least 24 hours of consecutive rest after every sixth continuous workday. Within every 24 hours there must be 11 hours of consecutive rest. All overtime work is voluntary, unless it is necessary for the production to function. In the latter case, the rules on due notification of necessary overtime will be complied to.

Freedom of association and the right to collective bargain

All employees at Abena Produktion A/S have the right to freedom of association and the selection of union representatives. The company ensures that all employees are informed on this right and ensures that the selected representatives are not exposed to any discrimination, harassment or threats. The representatives have access to the members in the company.

Discrimination and ethics

Abena Produktion A/S neither supports nor participates in any kind of discrimination based on e.g. ethnicity, political opinions, age, sex, disability, religion, sexual orientation or union membership. Nor is it acceptable to use threatening or violent behavior in Abena Produktion A/S in the form of body language, verbal expression or psychical contact. All employees are treated with dignity and respect. Abena Produktion A/S strongly dissociates from any brutal and inhuman abuse of its employees.

Wage conditions

Abena Produktion A/S respects the right of employees to be able to meet a basic living standard and ensures that wages live up to industry minimum standards. Furthermore, temps and similar employment types are not used as a

mean to avoid living up to legal obligations in terms and wages and social security. Payment for any overtime follows the stated demands in the current collective agreement. Abena Produktion A/S cannot deduct wages without warning or as a punishment. In addition, all employees receive specified payrolls for each wage payment.

Compliance with the Policy

Through this policy Abena Produktion A/S complies with the criteria in part 9, management system, according to SA8000. Abena Produktion A/S has formed a Social Performance Team (SPT). Through a supplier survey form Abena Produktion A/S secures that all suppliers comply with the SA8000 standard.

Contact information for SAI and the certification body

Social Accountability International (SAI):

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Contact our HR department with any questions regarding the policy.