



CODE OF CONDUCT

Vink Plast

The "Code of Conduct" is described in respect of our **mission**:

- **"We create value for our customers, suppliers and employees"**

In respect of our **vision**:

- **"to be preferred supplier of plastics and plastics solutions in Denmark"**

And last but not least in respect of the Vink **values**:

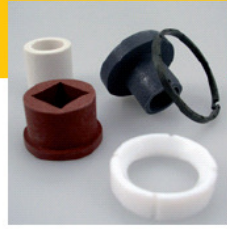
- **Vilje** (Will)
- **Involvering** (Involvement)
- **Nytænkning** (Innovation)
- **Kvalitet** (Quality)

The ethical principals form the basis of the business, both with business activities in Vink Plast and the well-being of the employees.

All employees in Vink Plast have a mutual obligation to follow the instructions and standards as described. Despite the clear formulation, situations will undoubtedly arise within the dynamics of everyday business, for which the rules described here do not give the appropriate answer, or in which they leave room for interpretation. In such a situation, the spirit of the rules and the interest of the company should be the primary considerations in the choice of the action to be taken. If there is any doubt about how to act or behave, contact the company management.

Publication

This Code of Conduct is to be followed by all employees in Vink Plast.



Respect the Law

As employee you are at any time obliged to respect Danish laws and legislation; and if you work abroad adhere to the legislation in the relevant country.

Employments Practises

Direct or indirect discrimination connected with the employment due to sex, race, language, religious, political or other conviction, age, nationality, social or ethnical background, capital, sexual orientation, descent or other status is not accepted.

Anti-Bribery and Anti-Corruption Measures

It is the stated policy to conduct its business in an honest and ethical manner at all times. Bribery and corruption is not tolerated and all employees are committed to act professionally, fairly and with integrity in all business dealings and relationships.

It is strictly forbidden and totally unacceptable to engage in corrupt transactions or bribery in order to win business or secure greater profit; also it is strongly emphasized to avoid any circumstance being confronted with corruption.

Observe Local Customs

During stay and businesses abroad the employees are to take notice of an ethical proper behaviour and also act considerate and with respect; also concerning religious, political, social and ethnic/cultural matters which differs from western standards.

Working Environment

Adequate safety procedures and health care rules are observed at all times and thus creating effective precautionary measures to avoid working accidents and working environmental stress and strains.



Environmental Policy

Vink Plast contributes to the Vink Mission to add value for the customers by delivering optimum plastics solutions and choose plastics solutions with a minimum environmental impact.

These processes include:

- All plastic waste types are minimized
- Contribute to reuse and recycling of material and products
- The raw materials used in semi finished plastics live up to the standards of the European RoHS and REACH documents as well as the recommendations and regulations of the European Chemicals Agency (ECHA).

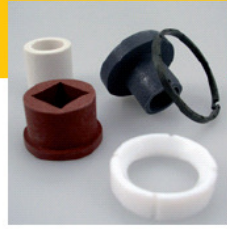
Whistle Blower

In accordance with common practices for proper company management the manager can in good faith make anonymous and non-anonymous reporting of serious conditions.

If you as being employee gets any knowledge of illegal and unethical behaviour in Vink Plast we encourage you to report your knowledge to the immediate manager alternatively the Top Management. Your report will as far as possible be dealt with confidentially considering, however, further verification and examination of referred matter.

Conditions to report include for example suspicion of corruption, bribery, fraud, forgery, serious environmental pollution, serious breach on environmental safety and serious conditions aiming at an employee e.g. violence and sexual abuse.

As common practise only serious and illegal conditions are reported. Thus minor incidents such as cooperation problems, incompetence, absence, violation of regulations e.g. smoking or drinking alcoholic beverages during work and violation of company mail and web policy. These incidents are handled in the Works Committee (Samarbejdsudvalget) as needed.



Sub-supplier Requirements:

We expect that our sub-suppliers meet and follow the requirements of this Code of Conduct.

Randers June 06, 2014

