

Code of Conduct

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CSR in Mita-Teknik

In Mita-Teknik, we strongly believe that it is in the mutual interest of both Mita-Teknik and our suppliers to meet the present and future requirements of markets and society. This includes demonstrating responsibility towards the environment and the people taking part in the manufacture and delivery of products and services.

In order to make our position clear to all suppliers, we have established the Mita-Teknik 'Code of Conduct', which describes Mita-Teknik's corporate social responsibility requirements, and also applies to our suppliers.

It is our intention to maintain this Code in a spirit of constructive dialogue and in partnership with suppliers, for the mutual benefit of both parties.

Code of Conduct

Mita-Teknik's Code of Conduct is our commitment to conduct our business with integrity in all our actions. As a part of that, Mita-Teknik and our suppliers must as a minimum comply with national laws and regulations as well as the principles expressed in the UN Global Compact initiative or principles similar to the ones expressed herein.

Working Hours & Salary

Mita-Teknik recognizes the need for a sound balance between working time and leisure time for all employees.

Unless the law provides otherwise, the maximum working time is 48 hours per week plus maximum 12 hours overtime work. All workers shall be allowed to have at least one day off in a period of seven days unless the national law/rules provides otherwise.

Salaries for work and overtime shall be in accordance with the applicable national law or applicable national rules. Deductions in salary due to company fines or penalties must never compromise minimum salary.

Child Labor

Mita-Teknik does not accept the use of child labor as a part of the full-time work force. This includes employing children under the age of 15, children younger than the legal minimum age, or children younger than age of completing compulsory school.

Juvenile (children between the age of 15 and 18) are only allowed to be employed, provided that the work complies with local laws and the ILO Minimum Age Convention.

Human Rights & Discrimination

Mita-Teknik respects cultural differences and does not do business with a supplier if the supplier practices discrimination at work based on race, religion, gender, age, nationality or sexual orientation.

No employees should ever be exposed to any physical punishment, threats of violence or physical, sexual, psychological or verbal harassment or maltreatment in the work place or in work related situations.



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Health & Safety

Mita-Teknik supports the fundamental human right to have sound working conditions. Both Mita-Teknik and our suppliers must ensure a good and safe working environment, which complies with all applicable rules and laws. As a minimum:

- › Workers must not be exposed to dangerous work without being properly protected. Workers must be provided personal protection equipment and be instructed in its proper use.
- › Facilities must comply with applicable laws and rules about construction safety as well as fire protection – and fire alarms.
- › Facilities must provide appropriate light and ventilation.
- › All dangerous materials must be stored in safe places and used in safe and controlled ways.
- › All machinery must be properly maintained and shielded.
- › Facilities for meals, resting and sleeping, must, if provided, be kept clean and safe.

Environment

Environmental considerations are an integral part of Mita-Teknik's business practices, and we expect nothing less from our suppliers. We conduct our business operations with care for the environment and comply with all applicable environmental laws and regulations.

Corruption & Bribery

Corruption and bribery are recognized as barriers to sustainable development and free trade. Mita-Teknik does not accept these practices and therefore does not offer or accept any kind of undue payment in any of our business transactions. We expect our suppliers to act accordingly.

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