 Ethical Charter	EQ20518.doc
	Side 1 af 2
Prepared by: CLBA	Approved by : ESAN 05-05-2025

Introduction

This charter outlines Agustson a/s commitment to ethical business practices, social responsibility, and environmental standards across our operations and supply chain. The charter applies to all employees, management, and suppliers.

Human Rights & Labor Practices

- No discrimination based on race, gender, age, religion, disability, or other protected characteristics.
- Fostering diversity in workforce and inclusive workplace culture
- Strictly forbid forced, bonded, or child labor in compliance with ILO standards.
- Respect employees' rights to freely join lawful organizations and unions.
- Ensure fair wages, working hours, maternity and sick leave, retirement, and all basic workers rights according to national legislation and collective agreement.
- Offer training for all employees to develop essential skills and fostering internal knowledge transfer for career growth opportunities.

Workplace Health & Safety

- Provide a safe, healthy, and rewarding work environment compliant with national laws.
- Conduct regular risk assessments, training, and audits to ensure continuous improvement.
- Encourage employee participation in safety initiatives.

Anti-Harassment & Respect

- Zero Tolerance: Prohibit sexual, physical, or psychological harassment, bullying, or violence.
- Reporting & Support: Employees witnessing harassment must intervene or report to HR/management. Victims receive protection and resources (e.g., counseling, relocation).

Business Ethics


- Comply with anti-corruption laws and avoid conflicts of interest. No acceptance or offering of bribes, kickbacks, or seeking unethical influence (e.g., gifts, donations).
- Maintain accurate records and comply with fiscal obligations.
- Adhere to antitrust laws and ethical business practices.
- Observe all applicable laws and regulations.

Environmental Responsibility

- Minimize environmental impact through resource efficiency, waste reduction, and sustainable practices.
- Suppliers must comply with environmental regulations and agreed standards

Responsible procurement

- humane treatment and ethical sourcing of animal products
- prioritize renewable energy sources when feasible within financial means

 Ethical Charter	EQ20518.doc
	Side 2 af 2
Prepared by: CLBA	Approved by : ESAN 05-05-2025

Whistleblower Mechanism

- Ensure a confidential, secure channel for reporting violations:
- No retaliation against good-faith reports. All cases are investigated discreetly.

Data protection

- Safeguard personal and business data.

Accountability

- Commit to transparency and disclosure of information regarding implementation of the principles above requested by legitimate stakeholders.