



Code of Conduct

At Fyns Kran Udstyr we show responsibility and good practice.

With this Code of Conduct the basic social, ethical, and environmental guidelines for the company and its employees are determined.

The same guidelines are set as requirements for our suppliers and third part intermediaries.

Human Rights

As a company and employee, we respect the protection of internationally recognized human rights, and will at all times avoid complicity in the violation of the rights.

Equal treatment

We do not tolerate any kind of unacceptable treatment of individuals, such as mental abuse, sexual harassment, or discrimination, including gestures and verbal or physical contact that is sexual, oppressive, threatening, or exploitative.

We promote equal opportunities for and treatment of employees, regardless of their skin color, race, nationality, ethnicity, political affiliation, social background, disability, sexual orientation, marital status, religious beliefs, gender, or age.

Respect for cultures and societies

We support the economic and social development of local communities and show consistent respect for human rights, dignity, goals, culture, and natural resource-based livelihoods in all areas of business.

Work practices

As a company we avoid all kinds of forced labor and refuse to hire or get someone to work against their will.

Prohibition of child labor

We make sure not to employ any employees under the age of 15 or, in the countries subject to the exemption for developing countries in accordance with the LO Convention 138, any employees under the age of 14.

Occupational health and safety

We maintain an occupational health and safety management system that complies with applicable legal and international standards for occupational health and safety, including ensuring safe working conditions.

We work on the basis of a work environment policy and ensure the necessary training to ensure that the employees are taught health and safety, and that they are informed about their rights to refuse to perform hazardous work.

Employees' basic human rights, working hours and wages

We respect the personal dignity, privacy, and rights of each individual.

We comply with the maximum number of working hours stipulated in the applicable laws, and provide reasonable remuneration and guarantee the applicable national, statutory minimum wage.

We recognize, to the extent legally possible, the right to free association and collective bargaining. We do not prefer nor discriminate against members of employee organizations or trade unions.

Operating practices

We comply with the law of the applicable legal systems.

Anti-corruption and bribery

We have a zero-tolerance policy towards any kind of corruption, extortion and bribery, and refrain from directly or indirectly offering, providing, demanding, or accepting any kind of valuables from government officials or a counterpart in the private sector for the purpose of affecting official procedures or obtain an unjustified advantage.

We comply with national and international competition law and refrain from participating in pricing, market or customer allocation, market sharing or coordination of orders with competitors. We avoid conflicts of interest that may have a negative impact on business relationships.

The supply chain

We respect the intellectual property of others.

With reasonable effort, we draw attention to and promote compliance with this Code of Conduct among our suppliers, and we adhere to the principles of equal treatment with regard to the selection and treatment of suppliers.

Environmental protection

We maintain an environmental management system that complies with applicable legal and international environmental standards.

We work on the basis of an environment policy that, adapted to the company's limited environmental impacts, ensures increased focus on the protection of the environment.

Conflict minerals

We take reasonable steps to prevent the use of raw materials in our products that directly or indirectly fund armed groups that violate human rights.

CEO