

MENETA GROUP

CODE OF CONDUCT

**Business Ethics
and Compliance**



MENETA

Meneta Group Policies

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1. Code of Conduct

Meneta Group has established this Code of Conduct, which determines the ethical business conduct of the Group and its employees. The Group consists of:

- Meneta Holding A/S
- Meneta Advanced Shims Technology A/S (Denmark)
- Meneta Advanced Shims Technology A/S (Germany)
- Meneta Fineblanked Components ApS
- Meneta Composite Materials ApS
- Meneta North America LLC (run by Meneta Group, but owned by MAT Holdings, Inc.)
- Meneta Shanghai Co., Ltd.
- Meneta Dalian Co., Ltd.
- Meneta Automotive Components Pvt. Ltd.

The Code is based on the principles of the UN Global Compact in the work with social responsibility and sustainability for all. The principles are derived from:

- The Universal Declaration of Human Rights.
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work,
- The Rio Declaration on Environment and Development, and
- The United Nations Convention Against Corruption

Each year, Meneta Group publishes a Communication on Progress in which we inform our stakeholders about our efforts to implement the principles of the UN Global Compact.

1.1 General Principles of the UN Global Compact:

Human rights

1. The Group supports and respects the protection of internationally proclaimed human rights.
2. The Group ensures that they are not complicit in human rights violations.

Employee relations.

3. The Group upholds the freedom of association and recognizes the right to collective bargaining of employees.
4. The Group does not accept any form of forced and compulsory labor.
5. The Group does not accept child labor.
6. The Group does not accept discrimination in employment or occupation.

Environment

7. The Group supports a precautionary approach to environmental challenges.
8. The Group undertakes initiatives to promote greater environmental responsibility.
9. The Group encourages the development and diffusion of environmentally friendly technologies.

Corruption

10. The Group does not accept any type of corruption, including extortion and bribery.

1.2 Human Rights

We respect human rights and consider it a fundamental principle of our daily business. We recognize that all people are covered by the rights and freedoms contained in the Universal Declaration of Human Rights. We want all employees to be treated with dignity and respect. We therefore ensure that all employees are familiar with the human rights standard and have acknowledged their commitment by signature.

All BOM suppliers have signed a questionnaire stating that they have an established Code of Conduct in which they commit to human rights principles, along with other sustainability parameters. This is an ongoing process, and we are working purposefully to obtain statements from the entire supply chain.

1.3 Employee Relations

The employees are the Group's most important asset. Our employees are the foundation of our business, and they are the reason we can deliver good business results.

We respect the freedom of employees to be a member of the associations they want, including the right to form or belong to a trade union under current national law, without fear of reprisals. However, this does not mean that employees must necessarily be organized.

We do not allow forced labor, slave labor, or other forms of involuntary labor in the Group.

We respect children's rights to development and education and do not allow child labor. When hiring young workers, the industry's agreement is followed.

We respect differences and do not discriminate on race, religion, sex, age, nationality, sexual orientation, or other special characteristics. We do not allow discrimination or harassment. It is important for us that every individual in our organization is treated with dignity and respect.

We focus on gender equality, including the opportunities for all genders to make a career within the Group. It is our goal to create a better gender balance in the Group's middle and top management. This is done through recruitment and continuous education of employees.

The employment conditions offered comply at least with the requirements of national employment law, and we have made a commitment to ensure that all labor is paid a wage compliant or better than the national minimum standard wage.

In addition, we guarantee a safe and healthy work environment for our employees. We use our established risk assessment system to evaluate safety risks periodically, and employees are encouraged to report near-accidents to prevent real accidents. This system allows us to continuously improve and ensure the safety of our employees, which we believe is a fundamental human right.

1.4 Environment

Environmental considerations are an integral part of the companies' business practices. We value the environment and work consistently with practices to reduce our emissions in terms of how we manage our waste, energy, water, land, buildings, and other activities.

We are committed to sustainable strategic development through green growth for a greener global car production. Consequently, we have assigned and earmarked resources to take action in our work to decrease our environmental footprint and support the global sustainable agenda. This work is based on the Sustainable Development Goals, including goals no. 7, 12, and 13 where we can have the most impact.

The Group always complies with the current laws and regulations concerning environmental issues. Hereby, it is ensured that all conditions for permissible emissions, noise loads, waste management, wastewater requirements, and other environmental concerns, are documented and within regulations.

1.5 Anti-corruption Policy

Meneta Group has established this anti-corruption policy, which aims to ensure openness and transparency about the Group's attitude toward corruption and bribery.

1.5.1 Guidelines

The Group condemns any type of corruption. To secure our reputation and future success, it is necessary that our work is carried out without the use of bribery or other forms of corruption, and in accordance with the current legislation at any given time. Corruption is not tolerated.

The purpose of the anti-corruption policy is to outline the way we conduct business and to guide our employees in their decisions on how they should act as representatives of the companies. This policy is also written in our Staff Handbook, and all our employees must commit to anti-corruption and anti-bribery.

We ensure that all employees are familiar with these principles and have acknowledged their commitment by signature.

1.5.2 Responsibility

The Group's employees and managers all have a responsibility to understand and comply with this policy, and to generally promote good business conduct.

1.5.3 Bribery

The companies do not tolerate any type of bribery. It is considered unacceptable to offer or accept bribes.

Bribery is defined as **offering, giving, or receiving something of value (gifts or money) for the purpose of the donor exercising unlawful influence over the recipient's decision or conduct.**

Bribes can be:

- Offering or receiving money under the table, remuneration, rewards, gifts, or other inappropriate benefits in return for favorable treatment.
- A direct or indirect promise with offers and/or authority over something of value in return for favorable treatment.

1.5.4 Gifts

Neither the Group nor the employees will directly or indirectly receive or provide gifts or other benefits that can be perceived as an attempt to influence work tasks. Exchanging gifts, however, are recognized to build goodwill and show appreciation.

Everyone should exercise great care when receiving or giving gifts to customers, suppliers, or others that whom they cooperate with.

1.5.5 How to Distinguish between Gifts and Bribes

Bribery creates an obligation on the part of the recipient, who thus becomes subject to the donor and is thereby encouraged to change his behavior.

Gifts are intended to identify the giver with the recipient to seal a relationship and are not associated with any kind of obligation.

1.5.6 Kickbacks and Secret Commissions

Employees may not give or receive kickbacks or secret commissions of any kind. Improper advantages, such as these, are prohibited whether given directly or indirectly. Any violation of this rule will result in disciplinary action and prosecution to the full extent of the law.

1.5.7 Nepotism

The companies will not favor friends, family, or other close relationships in connection with hiring, purchasing, or other services. Competences will always be distinguished, and a professional and objective assessment of abilities and characteristics will be made.

1.5.8 Fair Competition

We compete fairly and always within current legislation. We welcome competition as it constantly forces us to improve our products and services. We know it is therefore in our best interest to promote free and open competition. We consider compliance with fair competition laws and antitrust an essential part of doing business.

We will always behave ethically when competing for customers' business and when engaging with all our stakeholders, including suppliers, customers, and other business partners.

We require all employees who have joined Meneta Group from another company within the industry, to respect the confidential and sensitive information of their previous employers while we will speak up if we become aware of any potential violations of fair competition or anti-trust laws.

As such, Meneta Group will never participate in price discussions, bid strategies, market sharing, or similar unfair competition behavior with our competitors or other stakeholders.

1.5.9 Conflicts of interest

We are aware that interpersonal relationships between individuals across the supply chain, and with our other business partners, are inevitable. Close personal connections with business partners, are not a problem in itself, but conflicts of interest may arise. For full transparency, all such relationships must be declared to management before conducting business. Relationships must not interfere or

appear to interfere with, our ability to make objective and fair decisions when performing our jobs in the best interest of Meneta Group. All conflicts of interest within the business shall be handled properly and with integrity.

1.5.10 Data Protection and Data Security

Trust is essential in relationships. When our customers and other business partners engage in business with us, we have a responsibility to protect the personal information or any other confidential information that they entrust us. The same goes for our employees' personal information. We take this responsibility seriously. Any personal or confidential information is used for legitimate business only, and all our stakeholders can rest assured that their information is protected from loss, misconduct, and exposure.

When handling sensitive information, we follow all relevant internal processes and applicable data protection laws and regulations, in particular the European Union's General Data Protection Regulation (GDPR). When conducting business with third parties, we ensure to establish data handling agreements where transfer of personal data is required.



Kim Oestergaard
Group CEO

November 7, 2023
Date

2. Whistleblowing Policy

Meneta Group's Danish companies (Meneta Holding A/S, Meneta Advanced Shim Technology A/S, Meneta Fineblanked Components ApS, and Meneta Composite Materials ApS – hereafter referred to as Meneta Group) have established this whistleblowing policy with the purpose of ensuring openness and transparency in relation to any potential unlawfulness or serious irregularities – or the suspicion hereof – in the companies.

2.1 Purpose

This policy gives the opportunity to perform anonymous or non-anonymous reports about serious relations, unlawfulness, or irregularities.

The purpose is thus to ensure that the relevant individuals quickly and anonymously get informed about serious incidents – or the suspicion hereof – that can affect the companies as a whole or individuals' lives or health.

Meneta Group is a responsible corporation with an open culture, where everyone can speak freely. Especially, if you experience irregularities or unlawful behavior. The preferred approach will normally be to address one's nearest superior.

If an employee believes that he/she cannot speak to anyone in Management, they can instead choose to report the incident – anonymously or not – by the approach described below.

The purpose of this policy is to explain how it works and hereby avoid a potential limitation regarding the report of important cases.

2.2 Who can report?

Reports can be submitted by anyone who should experience the described incidents in the *"Which incidents can be reported about?"* including employees in Meneta Group and its business partners. ensure

2.3 Who can I report about?

You can report about cases in which Meneta Group's employees are involved. This applies to all types of employees.

2.4 Which incidents can I report about?

The policy can only be used to report serious cases or the suspicion hereof. There has to be a violation of laws, rules, policies, guidelines, or similar.

Less serious cases such as wage dissatisfaction, cooperation challenges, violation of dress code, smoking/alcohol, or similar cannot be reported via. the Whistleblowing Policy.

Serious matters which can be reported include, but are not limited to:

- Economic criminality such as embezzlement, bribes, fraud, and forgery
- Submission of incorrect or misleading information to public authorities
- Corruption

- Serious violation of work safety
- Serious matters aimed at an employee such as violence, sexual offenses, sexual harassment, or bullying
- Espionage or sabotage
- Serious danger to the environment or health
- Conflicts of interests
- Unauthorized publications of confidential information, including Meneta Group's intellectual property

The above list is just examples. If an employee is in doubt whether an observation should be reported or not, we encourage to report the incident.

2.5 How do you report?

Reporting happens through a system called WhistleSystem, which is made specifically to handle whistleblowing reports. The system can be accessed through Meneta Groups website [here](#). From here, you log in with:

Username	Meneta
Password	ZojUPmzU5

Then, you must fill out the subject box, describe the incident, upload evidence (if any), and check the recipients that you believe should handle the report.

After having filled out the formula, click the "Send" button and await the receipt that confirms that the report has been received. You will receive this confirmation within 7 days.

It is not allowed to report in any other way, such as emailing one of the individuals responsible for the policy.

2.6 Who processes and how?

When your report has been submitted, it will be sent to Meneta Group's whistleblowing unit. The whistleblowing unit consists of the Head of Human Resources, the Executive Assistant, and the HSE Manager.

If you wish to report about a member of the unit, you can choose Meneta's lawyers as a recipient of the report, who will then handle the case externally.

The whistleblower unit will, based on the concrete report, assess whether there is a basis for further examination or if it should be rejected. If a report gets rejected, the whistleblower will be notified hereof, and no further actions will be taken. For example, if the reported incident is not a part of the purpose of the policy.

However, if the report is within the purpose of the policy, an investigation will start. During the investigation, there may be included individuals outside the whistleblower unit to enlighten the case sufficiently. For example, lawyers or auditors. There will, however, always be involved as few people as possible.

After the investigation has been concluded, a decision will be made by Meneta Group's management. Based on the content of the case, and who it involves, it can vary who will be involved from management. It will always be someone unbiased.

If it is assessed that the case includes criminal offenses, the case will be handed over to the police or other relevant authorities.

2.7 Anonymity

The individual who performs the report chooses whether they want to report anonymously or not.

If a whistleblower chooses not to report anonymously, the report will be handled as classified as possible. If a non-anonymous report leads to a trial against the reported person, the whistleblower can be called in as a witness during the trial.

The whistleblower unit has a duty of confidentiality regarding all information in reports. Information about the whistleblower's identity, and other information from which the whistleblower's identity can be deduced, may not be shared without the whistleblower's explicit consent to others than authorized employees who are competent to receive or follow up on reports.

We encourage you to report not anonymously since it increases the possibility of investigating the report.

2.7.1 Data Storage

Reports will be registered and kept in an electronic folder with access control. If a report is rejected, the report and its contents will be deleted immediately. Reports that fall within the purpose of the policy will be destroyed within two months after the conclusion of the case if it hasn't been handed over to the police or other relevant authorities, or if the information hasn't been transferred to the individual's personnel file.

2.8 Rights

2.8.1 By the Danish Public Administration Act

The Whistleblowing Policy follows the conditions in the Public Administration Act according to Danish law regarding the duty of confidentiality, right of access to documents, etc. The full extent of the law can be read [here](#).

As a whistleblower, you are usually not a party in the case that the report concerns. Therefore, you do not have the common rights usually present such as the right of access to documents and the insight to the grounds behind the decision.

The whistleblower unit assesses and decides whether the whistleblower and the reported party get involved in the investigation. However, the whistleblower has the right to receive feedback on the report within 3 months after the confirmation of the received report. Feedback is defined as a message about follow-up and the reason for potential follow-up.

Potential information about the whistleblower's identity will be treated and classified to the extent it is possible. If a report has been made about a person, the individual can have the possibility to obtain rights to documents to see who has reported and thereby gain access to the name of the whistleblower, if it is a non-anonymous report.

2.8.2 Protection against Retaliation

If a report has been made in good faith, you are protected against negative consequences. A report has been made in good faith if a reporter had reason to believe that the reported information was correct at the time of the report and that the incident was included in the Whistleblowing Policy.

If a report has been submitted in bad faith, however, it can have negative consequences for the reporter. A report has been made in bad faith if a reporter did not have reason to believe that the reported information was correct at the time of the report.

Whistleblowers, who have been the victim of retaliation as a result of a report, or attempted reporting, have the right to compensation.

2.8.3 By the Danish Data Protection Act

The personal data evident in reports are part of the laws regarding data protection. The rights according to the Act, apply to all registered in each case. This means both the whistleblower and the individual reported about as well as other individuals. The Danish Data Protection Act can be found [here](#).

As a registered, you have the following specific rights, unless it is an exceptional case and other rights apply according to the legislation:

2.8.3.1 The Right to Insight

You have the right to request insight to the personal data that we process about you, and the right to a copy of your personal data as well as receive information about:

- The purpose of the process
- The categories of personal data
- Receivers or categories of receivers
- The time of storage or the criteria for the determination of this
- The right to retraction, deletion, limitation, and objection to the treatment of your personal data
- The right to make a complaint to the Danish Data Protection Agency
- Where your personal data originates from

2.8.3.2 The Right to Retraction

You have the right to request that incorrect personal data about yourself gets corrected as well as the right to request to have incomplete personal data completed.

2.8.3.3 The Right to Deletion

You have the right to request that your personal data gets deleted under certain circumstances. For example, if they are no longer necessary for the purpose of the investigation in which they were collected.

2.8.3.4 The Right to Limitation

You have the right to request limitation of the handling of your personal data. For example, if there is a dispute regarding the correctness of the personal data.

2.8.3.5 The Right to Data Portability

You have the right to request the receiving of the personal data that you have handed over to us, in a structured, commonly used and readable format as well as the right to request your personal data transmitted to another data controller, if certain conditions apply.

2.8.3.6 The Right to Objection

You have the right to object to the treatment of your personal data as part of the processing of a report. If the report is legitimate, no further treatment of your personal data will occur.

2.8.3.7 The Right to Complain to the Danish Data Protection Agency

If you disagree with the way that Meneta Group handles your personal data, you have the right to complain to the Danish Data Protection Agency. The Agency's contact information can be found [here](#). However, it is our hope that you will contact us at men@meneta.com, where you can also contact us if you wish to use any of your rights.

2.9 Duty of Disclosure

If a person has been reported by mention of personal data, and it is assessed that an investigation shall be initiated, the data controller will notify the registered individual of:

- The data controllers and their representative identity
- The purpose of the investigation for which the information has been determined
- If necessary, all further information with regard to the special circumstances for which the information has been gathered that is necessary for the registered to attend to their own self-interest

2.10 Questions and Answers

If you have any questions of judicial nature, we refer to the current [legislation within the field](#).

General questions

Why does Meneta Group need a Whistleblowing Policy?

Meneta Group is a unique global corporation that operates on a market with intense competition. This means that there is a risk of inappropriate behavior that violates our Code of Conduct.

It is important that there is a channel to report such incidents for our employees and business partners if they don't feel comfortable with a traditional channel.

Why do you use an external system to handle reports?

It wasn't possible to handle reports anonymously with our internal systems, and the system has numerous other benefits such as two-factor approval, safe file sharing, language support, anonymous dialogue with the whistleblower etc.

Practical questions

Which languages can I report in?

You can report in Danish, English and German.

Is it possible to conduct an oral report?

No, it is only possible to report through the system.

Can I be anonymous on my own computer?

Yes, the system ensures that you can be anonymous no matter which device you report from.

Can I attach documents as proof?

Yes, it is possible to attach files as evidence.

Further questions

For further questions about the Whistleblowing Policy, please contact men@meneta.com.

3. Human Rights and Working Conditions

3.1 Human Rights

We respect human rights and consider it a fundamental principle of our daily business. We recognize that all people are covered by the rights and freedoms contained in the Universal Declaration of Human Rights and other internationally declared human rights standards. We want all employees to be treated with dignity and respect. We therefore ensure that all employees are familiar with the human rights standard and have acknowledged their commitment by signature. Meneta does not partake in violating human rights.

All BOM suppliers have signed a questionnaire stating that they have an established Code of Conduct in which they commit to human rights principles, along with other sustainability parameters. This is an ongoing process, and we are working purposefully to obtain statements from the entire supply chain.

The well-being and safety of our employees is a priority. Our employees are our most important asset. They are the foundation of our business and the results we deliver.

Meneta upholds freedom of association, and we acknowledge the right to collective bargaining. Forced labor or child labor is under no circumstances accepted. Furthermore, we do not accept discrimination in employment terms and conditions. Meneta works for equality for all in the workplace.

We respect children's rights to development and education. When employing young workers, Meneta follows the Industrial Agreement as well as national legislation.

It is significant to Meneta that all humans are respected as we do not discriminate against races, religions, genders, ages, nationalities, or other special characteristics.

All Meneta's employees must treat each other with dignity and respect, and this is also a requirement to become a Meneta-supplier.

Work environment and safety are of utmost importance, and we conduct job satisfaction surveys and APV according to Danish legislation, as a minimum, to create a safe and healthy work environment for our employees.

3.2 Working Hours

It is Meneta's responsibility to ensure that we create a work environment with good and fair terms and conditions for all our employees, including working hours.

Working hours shall comply with, and not exceed, the maximum established under national laws, local laws, or collective bargaining agreements.

The usual working hours for Meneta's employees are 37 hours per week.

Work/life balance is important to Meneta. By making working and family life compatible, it is our conviction that we increase job satisfaction, surplus energy levels, and efficiency for both employees and employers.

At Meneta, we offer a high level of flexibility to our employees. For example, if the need arises, employees can work less hours for a period.

If overtime is required, it is announced with full transparency, including the length and the wages to be paid for it.

3.3 Salary and Wage Policy

At Meneta, we strive to have a fair salary and wage policy for all. With a fair policy, we ensure to attract and retain employees with the right competencies and skill-sets.

White-collar

When we establish the salary for our white-collar employees, we look at the individual's competencies, performance, and results. For that reason, it is the concrete tasks and areas of responsibility that define the salary, and no other factors such as educational background or gender.

Blue-collar

For Meneta's blue-collar employees, we utilize a qualification assessment system. This allows our employees to have their wages regulated based on parameters such as competence and collaboration.

We live up to all collectively bargained agreements for all our employees. Pay structure and pay periods are communicated to all workers when hired, and wages are paid accurately and in a timely manner. Meneta does not use wage deductions as a disciplinary measure.

4. Health and Safety

Meneta has established the following policy on health and safety in the workplace to provide the best possible conditions for our employees.

4.1 Personal Protective Equipment

In our productions, we have displayed orders to wear personal protective equipment in the areas where the working conditions demand it. For example, in noisy areas, all employees must wear earplugs to minimize the risk of hearing loss.

Personal protective equipment is available to all employees and must wear it in high-risk zones. All equipment lives up to current legislation and requirements.

Meneta has an HSE Department that has the overall responsibility for the company's general safety and working conditions. All accidents or near-accidents are registered in the HSE department which follows up on all incidents to take precautionary measures against each single incident.

4.2 Machine Safety

When acquiring new machines, we ensure that the machine is CE-certified. Furthermore, we conduct thorough training to ensure that our employees can operate the new equipment safely. All training must be approved through our internal competence system, CHAMP.

We have produced written or video instructions for more complex equipment or tasks.

Where relevant, machines are marked according to risks such as heat, electricity, and similar hazards. Additionally, we have established physical or mechanical barriers in high-risk zones.

4.3 Emergency Preparedness

Meneta has a well-established contingency plan where procedures for different emergencies are described thoroughly. The contingency plan is continuously updated.

Every third year, Meneta arranges for all employees to attend first-aid courses. Additionally, we have first aid equipment available at numerous locations to always have both individuals and equipment nearby to handle possible emergencies.

At Meneta, we obligate ourselves to inform all guests of our emergency measures.

4.4 Workplace Ergonomics

We believe that a good work environment includes taking care of your body and maintaining it throughout your work life. For that reason, we offer various benefits. We offer all employees masseuse services free of charge during work hours.

All employees have the option to be covered by health insurance through the company's pension benefits. This includes chiropractors, physiotherapists, and other practitioners.

Additionally, training equipment and other ergonomic aids are offered through our HSE department.

We comply with all regulations for workstations. This includes height-adjustable desks, screen glasses, and other individual needs.

4.5 Handling of Chemicals and/or Biological Substances

We keep records of all applied chemicals, including user manuals, and protective equipment, and we continuously keep track of current legislation for unwanted/illegal chemicals.

All purchasing of chemicals must be approved by Meneta's HSE department. Guidelines are thoroughly described in our IPW handbook, accessible for all employees via. our intranet.

4.6 Fire Protection

Fire safety is a key priority for Meneta, and we have taken several steps to reduce fire hazards as much as possible. Initiatives include having fire-fighting equipment available all over our sites, regular testing of fire alarms, using fire doors to separate different parts of our buildings to avoid fire spreading, and following all regulations according to Danish legislation.

We are in the process of planning firefighting courses for all employees.

5.Environmental Policy

5.1 Purpose

This policy ensures that Meneta Advanced Shim Technology A/S upholds all current legal requirements, as a minimum, within environmental matters. This includes documentation and compliance according to requirements concerning air emissions, noise pollution, waste management, air quality, social-, environmental- and governance reporting measures (UNGC, ESG, CSRD) as well as restrictions and requirements for wastewater.

Secondly, we seek to obtain reductions of the company's carbon footprint based on calculations from the GHG principles. We work towards the goal of a 70% reduction in direct emissions (carbon accounting, scope 1 & 2) and a 40% reduction in indirect emissions (carbon accounting, scope 3) by 2030.

With this policy, we incorporate and train our employees in our environmental management program to further reduce the environmental impact of our internal processes and activities.

5.2 Scope

The procedure encompasses the local environment declaration and the company's CSR strategy.

5.3 Responsibility

The responsibility to implement, maintain, and ensure that the procedures described in this policy are compliant lies with the quality manager.

5.4 Method

We distinguish between our working environment organization and our sustainability department as they are two separate entities that collaborate to uphold the principles in the policy. To ensure good and effective collaboration, the sustainability department is represented in the working environment organization.

Within the sustainability team, any activities are carried out in compliance with ISO14001. E.g.:

- To ensure that the company is compliant with all legal requirements.
- To ensure that the company's stakeholders are rightfully included in the environmental work.
- To ensure a continuous improvement of the company's impact on the environment
- To keep track of the company's emissions through annual carbon accounting reports.
- To ensure improved energy efficiency. The company's energy consumption is already 100% covered by renewable energy.

The company face the following environmental legislation:

- Claims towards air emissions, i.e., air quality and air pollution.
- Claims on noise pollution.
- Claims on light pollution.
- Claims on waste management.

The company is compliant with all claims as all legal requirements are documented, maintained, and will be presented or re-documented to the local governance party at request.

All employees receive training in relevant environment claims and procedures through the company's onboarding program.

5.5 Registration

The company conducts a yearly CSR report through the UN Global Compact's Communication on Progress (COP) questionnaire system.

The company establishes yearly carbon accounts in compliance with the GHG protocol, as an appendix to the annual financial statement.

5.6 References

The local environment declaration.

GHG-protocol.

UN Global Compact.