



## Quality and Environmental Policy and Ethical Rules

JAI Overfladebehandling A/S commits to openly and actively participate in quality and environmental improvements based on a holistic attitude, where each customer and each item, as well as each individual and the environment, are taken into account. The goal is to achieve a satisfactory quality in a safe, healthy and sound environment, where due consideration is given both to technological and economic aspects.

The quality and environmental policy applies to the entire company, and to persons working on behalf of JAI Overfladebehandling A/S, and must, to the relevant extent, be complied with by every employee in his daily functions, tasks and actions. Therefore, JAI Overfladebehandling A/S will train their employees to actively participate in the quality and environmental work. JAI Overfladebehandling A/S will collaborate with selected suppliers and customers on improvements to products and processes.

JAI Overfladebehandling A/S will monitor and register results from product and process controls, errors in processes and products as well as feedback from employees, customers and suppliers. JAI Overfladebehandling A/S is committed to implementing continuous quality and environmental improvements, including utilizing raw materials and energy in the best possible way, reducing waste and emissions from our processes, and preventing pollution and accidents in processes and procedures.

JAI Overfladebehandling A/S will, as a minimum commitment, comply with the laws and regulatory requirements described in DS/EN ISO 14001:2015 and in DS/EN 9100:2018 (which also includes DS/EN ISO 9001:2015), as well as other provisions on quality and the environmental area to which the company must adhere, including the following ethical rules:

1. We support and respect the protection of internationally declared human rights
2. We ensure that we do not contribute to human rights violations
3. We maintain freedom of association and recognize the right to collective negotiation
4. We support the eradication of all forms of forced labor
5. We support the effective abolition of child labor
6. We have abolished discrimination in relation to working and employment conditions
7. We support a precautionary approach to environmental challenges
8. We are taking initiative to promote greater environmental responsibility
9. We encourage the development and dissemination of environmentally friendly technologies
10. We oppose all forms of corruption, including extortion and bribery

JAI Overfladebehandling A/S will communicate openly with the public about the environmental and working environment impacts that are associated with the company's processes and products.

JAI Overfladebehandling A/S will take quality and environmental conditions into account in all their purchases, including staying informed about improvements and environmentally friendly products, production methods for surface treatment.

This quality and environmental policy is publicly available on JAI Overfladebehandling A/S's website which is [www.jai-o.dk](http://www.jai-o.dk), and is known by all employees, and can be handed out at any inquiry.