



# CSR policy and ethical guidelines



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The Danish Technological Institute is a self-owned and non-profit research and development institution approved by the Danish Ministry of Higher Education and Science pursuant to the Danish Act on Technology and Innovation. The Danish Technological Institute is a multi-disciplinary organisation whose purpose is to develop and ensure the utilisation of technological advances for the benefit of Danish society.

The Danish Technological Institute's values are impartiality, professional integrity and expertise. We are always striving to create the most possible value for customers and business partners via their collaboration with us and the innovative solutions that we can develop through sustainable advances and new technologies.

The Danish Technological Institute wants to fulfil its social responsibility by having a natural focus on everyday sustainable business operations. The Danish Technological Institute works with CSR on a strategic and systematic level. Among other things, this is accomplished by following the guidelines of the *Danish DS 49001 - Management system for Social Responsibility - Requirements description* standard, which is based on the international *ISO 26000, Social Responsibility* standard.

## Organisational management

The CSR policy is implemented in the institute's management system and ensures that relevant legislation is complied with through the use of principles, procedures and guidelines. The external communication to customers, suppliers and other external stakeholders is via the Danish Technological Institute's website, the statutory annual report and other relevant channels.

## Human rights

The Danish Technological Institute supports and respects international human rights. We ensure this via our selection of business partners, customers and by complying with international standards.

The Danish Technological Institute does not accept forced labour or child labour, and it also does not accept that employees are punished or otherwise harmed physically, mentally or in other ways.

The Danish Technological Institute accepts employee's right to unionise and recognises their right to use collective bargaining.

The Danish Technological Institute does not accept discrimination, bullying or sexual harassment in the workplace.



## Working conditions

The Danish Technological Institute strives to be an attractive workplace where employees thrive. We are very focused on creating a developing, flexible, healthy and safe working environment for our employees.

The Danish Technological Institute is focused on ensuring that working hours and salaries comply with existing legislation and that our terms of employment are attractive and competitive. Among other things, these principles have been formalised in a working environment and safety policy.

In connection with recruitment processes, the Danish Technological Institute makes every effort to always hire the best candidates regardless of gender, religion or background. These principles are also incorporated into the Danish Technological Institute's HR policy.

The Danish Technological Institute has a gender policy that describes the institute's non-discriminatory approach to people in general and thus also existing and future employees.

## The environment

The Danish Technological Institute complies with current environmental regulations and wants to contribute to the development of a sustainable society. This focus applies both to the Danish Technological Institutes' internal activities and external activities in relation to supporting a sustainable innovation and development in the business community.

The Danish Technological Institute supports preventive measures to address the climate challenges that we face and it also supports and takes the initiative to develop and disseminate sustainable technologies.

The Danish Technological Institute wants to display social responsibility and contribute to the green transition via the choices it makes and the dialogues it has with customers, suppliers and partners.

The Danish Technological Institute is working with the institute's own environmental aspects under the ISO 14001 environmental management standard, which ensures continual environmental improvements via a systematic approach to monitoring and evaluation.

## Good business ethics and consumer issues

The Danish Technological Institute carries out its activities in accordance with competition laws and it does not accept any kind of corruption, including blackmail and bribery. The Danish Technological Institute has a whistleblower scheme that allows people to confidentially and securely report illegal or serious issues regarding the organisation.



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In the Danish Technological Institute's internal and external communications, every effort is made to ensure an open, professional and solution-oriented dialogue where we communicate based on the Danish Technological Institute's impartiality, professionalism and integrity on all levels.



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