

## Social Responsibility

**Danintra and its employees are to abide by national and international legislation. We also respect human rights as described by and in accordance with SA8000.**

Below is Danintra's stance on the nine issues included in SA8000:

- **Child labour**  
Danintra does not employ children under 15 years of age. Child labour is not part of our future strategic plans.
- **Forced labour**  
Danintra employees are hired in accordance with Danish law, thus excluding forced labour situations.
- **Health and safety**  
Danintra strives to provide a healthy and safe workplace for its employees. Danintra provides health insurance for all employees.  
Frequent employee surveys are carried out to enhance our focus on the physical and mental well-being in the workplace. These surveys cover important topics such as psychological work environment, the balance between working life and private life, personal roles and accountability etc. The results are regularly presented and discussed with the employees in the course of Danintra's semi-monthly information meetings.
- **Freedom of association and right to collective bargaining**  
Danintra encourages employees to join a trade union or unemployment insurance fund of their choice.
- **Discrimination**  
Danintra is open towards diversity in the workplace. Danintra employs people on account of their qualifications alone, with no regards to sex, age, nationality, religion, skin colour, political beliefs, sexual orientation, or social or ethnic background.  
Danintra expects its employees to live up to the company's core values. The very spirit of one of our four core values, "Respect for Each Other", excludes any form of discrimination.
- **Discipline**  
Danintra does not punish employees (mentally, psychologically or by means of verbal aggression). Such treatment would clash with our value "Respect for Each Other".
- **Working hours**  
An average working week at Danintra is 37 hours. Overtime may occur in connection with specific deadlines; all the while it is kept on a voluntary basis. Employees are offered overtime compensation or compensatory time or a combination of the two options.
- **Compensation**  
Salaries and employee benefits offered by Danintra are at competitive level enabling us to attract and maintain skilled employees.
- **Management system**  
Danintra is not currently working on formally implementing SA8000, although it is our wish always to keep our employee policy manual updated with Danintra's conduct policies.