

Policies

At SRI Sign Solution A/S we always strive to do the right things in the right way.

We have introduced our Code of Conduct (CoC) that together with our vision shows how corporate, social, environmental and ethical responsibility is at the core of our business relations.

Sustainability is how we conduct our business, being responsible and delivering value with all our business partners. For SRI Sign Solution it is evident that sustainability and profitability go hand in hand.

The Code of Conduct supports us in our everyday business by prescribing binding rules and describing how we can deal with challenging situations.

CEO Flemming Nørskov.

June 2018.

Social responsibilities

For SRI Sign Solution social responsibility meaning observing and complying with the law. Our employees must be aware of our social responsibility, particularly about the wellbeing of people and the environment and ensure that our company contributes to sustainable development.

Employee contribution

If I have concerns regarding our Code of Conduct in my professional surroundings, I prevent it and/ or stop it and inform my manager immediately.

Human Rights

Non-discrimination policy

We will refrain from any discrimination in recruitment, working practices or conditions, including with regard to remuneration, benefits, advancement, discipline, redundancy or retirement, as well as any discrimination based on race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, marital status, political opinions, disability or any other category protected by the law.

Child labour and forced or compulsory labour

We reject all use of child labour and forced or compulsory labour as well as all forms of modern slavery and human trafficking.

Coercion and harassment

We will treat each employee with dignity and respect and must not use corporal punishment or threats of violence or other forms of physical, sexual, psychological or verbal harassment, bad treatment or intimidation.

Reprisals

We will not tolerate any retaliatory action against an employee reporting in good faith bad treatment, an act of intimidation, discrimination, harassment or any breach of the applicable law or of this Code of Conduct or participating in an investigation based on such a report.

Remuneration and working time

We acknowledge the indispensability of wages to meet the fundamental needs of the employees.

We will at the minimum, conform to all the laws and regulations governing employees and the working time in force, notably those relating to the minimum wage, overtime, maximum working time, hourly rates and the other items of remuneration, and provide mandatory benefits.

Policies

Health and safety

A safe and healthy workplace, with a work-life balance is an utmost priority in SRI Sign Solution.

We will as a minimum comply with all regulations, laws and standards applicable in health and safety matters. We will use suitable measures to preventing occupational diseases and work accidents and provide a safe and healthy working environment for all our employees.

Occupational Safety and Healthcare

SRI Sign Solution is committed to its responsibility for the safety and health of its employees. We provide occupational safety and healthcare in line with the provisions of national regulations and company paid Health Insurance.

Health Insurance complements the medical treatment services provided by occupational health care, in addition to ensuring quick and high-quality treatment and compensation of treatment expenses.

Protection of the environment

We operate our business in an environmentally-friendly way and comply with all the applicable laws and regulations.

When you purchase new Signs at SRI Sign Solution you are guaranteed, that the Signs have been produced with great consideration for the environment. We use the best recyclable materials and provide guidelines for end-of-life treatment and dismantling, to minimise the impact of our products' lifecycle.

Elimination of waste

SRI Sign Solution A/S is promoting the circular economy by inviting our customers to return of the discarded/End-of life Signs for recycling. This ensures that the most is recycled in a proper manner to the greatest benefit to the environment.

Fight against corruption

We will not tolerate, permit or practice embezzlement, money laundering, extortion, bribes or other forms of corruption in our transactions.

Data Protection

We protect the personal data of employees, former employees, customers, suppliers and other affected parties.

We collect, gather, process, use and store personal data strictly in accordance with legal provisions.

IT Security

We respect IT and EDP security and abide by the applicable regulations.

Protection of Information and Know-How

We are aware of the value of company know-how and take great care to protect it. We respect the intellectual property of competitors, business partners and other third parties.

Charity

SRI Sign Solution conducts donations to support charitable causes, sports and culture. We grant donations only to recognised non-profit organisations or organisations that are authorised by special provisions to accept donations.