

SP Group CSR-policy

In SP Group, it is our ambition to contribute to a sustainable development. We believe that behaving responsibly while increasing our internationalization, earnings and growth should go hand in hand.

To ensure that we meet our ambition of responsibility, we have established a CSR policy for SP Group. The CSR policy reflects our core value; to create the best plastic solutions for the benefit of both our customers and the surrounding environment. Our CSR policy forms the framework for all our activities and our profile as an attractive employer and business partner.

The CSR policy of SP Group is based on our compliance with all laws, regulations and standards as well as current practice within our business sector. We have joined the UN Global Compact and work with the inherent 10 principles of corporate social responsibility, while we also actively work to achieve the UN Sustainable Development Goals. Therefore, we have based our CSR-policy on the 4 areas within the UN Global Compact which covers human rights, labour rights, environment and anti-corruption.

Furthermore, we want to work with our suppliers to continuously promote their social responsibility. Therefore, we have developed a Supplier Code of Conduct, which is the basis for dialogue with our suppliers and for monitoring their responsibility. In this cooperation we will primarily focus on our suppliers of forms, as our suppliers of materials are large reputable international companies who are already publishing their efforts within the area of CSR in a detailed manner.

Human Rights

In the entire Group we will support and respect the protection of international human rights. In countries with risk of human rights violations, we will strive to prevent any such violations and in case we are ever involved in any, we will strive to remedy them.

We will respect the privacy of our customers and employees including the protection of their personal data.

We will work to ensure non-discrimination and equal opportunities for everyone, regardless of gender, age, sexuality and religion. This applies internally as regards our employees as well as externally in our value chain.

Employees

We will provide our employees with decent employment conditions by following applicable laws and collective agreements in our areas regarding wages and other employment conditions. We will also work to ensure that our employees have development opportunities at work by offering e.g. education and training.

We will provide our employees with a safe and healthy working environment. Therefore, we provide protective equipment and training so that they are able to - and will be required to - perform their duties in a safe manner.

As an international company, we respect differences in cultures and traditions and our relations are characterized by mutual trust and respect. We will strive to protect our employees against any corporal punishment, mental coercion or harassment.

Labour Rights

In SP Group we take responsibility to ensure healthy and safe working environments for our employees. We respect their rights to equal and fair working conditions in accordance with the UN Global Compact principles.

We comply with all relevant legislation, national as well as local, and therefore recognize our employees' right to freedom of association, collective bargaining, rest and leisure, equal pay for men and women, parental leave and equal opportunities for access to employment and career. If independent trade unions are either prohibited or discouraged in a country, we will facilitate systems where employees can designate spokespersons for negotiations with the management. We are especially focusing on high risk countries where we ensure that these rights are communicated to all employees, in the local language.

We do not accept forced labour and child labour. If we hire young workers between 15 and 18 years old, they may not perform hazardous work or night work.

The rights of our employees in SP Group and our partners shall be secured without discrimination on any ground such as age, sex, race, colour, disability, political orientation, religion or belief, language, national or social origin, trade union membership or any other discrimination grounds recognized by international conventions. We will only make decisions regarding hiring and employment on the basis of relevant and objective criteria.

Environment

We will systematically work to reduce our negative environmental impact, take action against climate change and promote greater environmental responsibility through our certified environmental management systems. In general, plastic has a number of unique characteristics which are vital for our societies and if plastic is produced, used and disposed of wisely, it has a positive impact on the environment.

Against that background, we strive to use environmentally friendly materials in our production and development processes, reduce our consumption of materials as well as our waste, and as far as possible to reuse and recycle our materials and products. Furthermore, we work to reduce our use of heating, energy and water consumption, emissions of greenhouse gasses and the production of noise, odour and dust.

When we develop products, we therefore always strive to minimize negative environmental impacts and we work for the development and diffusion of environmentally friendly technologies.

To comply with our efforts to be environmentally responsible, all our production and process facilities are certified according to the ISO 9001 and ISO 14001. Furthermore, we comply with all environmental directives including REACH, Candidate list of Substances of Very High Concern and the RoHS directive.

Anti-corruption

We want to maintain a high level of integrity and accountability in all our external relations. Hence, we do not participate in any kind of corruption including bribery, extortion, fraud, embezzlement, facilitation payment, nepotism, cartels or conflict of interests. We will not offer, promise, give or engage in any form of bribery to improperly influence public officials, judges or business associates. We also refrain from receiving or accepting any form of bribery ourselves. Thereby, we ensure that we comply with relevant international standards and conventions.

Furthermore, we always comply with international trade embargoes, we do not accept anticompetitive behavior and all relevant financial information is made public and validated in accordance with Danish law.

Our agents, middlemen, consultants and other persons acting on our behalf are also subject to these obligations not to participate in any form of corruption or bribery.

Monitoring and reporting

We always seek to document relevant CSR information and our environmental, social and economic impacts on the surroundings. Every year we provide CSR related information in our annual report for the entire group. This report also serves as our report on corporate social responsibility in accordance with the Danish Act on Commercial Enterprises §99 a and §99 b.