

Corporate Social Responsibility

Mission

- to develop, produce and sell rubber solutions with high demands on quality and know-how

Vision

- to be a leading global provider of rubber solutions for recognized producers of equipment for drinking water, food and healthcare as well as innovative solutions for industries with specific demands
- to be the preferred supplier, when quality, flexibility and credibility are important factors
- to generate value for our partners through sustainable, qualitative and target-oriented development
- to be an attractive workplace with skilled and dedicated employees
- to focus on the customer in all decisions

United Nations Global Compact

In all respects, AVK GUMMI A/S and AVK Sealing Technology Co., Ltd (hereinafter called AVK G and AVK S) recognize the principles of the United Nations Global Compact regarding human rights, labour standards, environment and anti-corruption. We have incorporated the principles in all our activities and guidelines.

It is a matter of course for AVK G and AVK S to be at the forefront of development and to ensure that all actions are in compliance with both national and international legislation.

AVK G and AVK S act in a correct businesslike manner and show ethical behaviour in all relations. Furthermore, AVK G and AVK S highly respect each person as an individual and wish for an open and honest attitude in every working relationship regardless of culture. Consequently, the greatest possible respect of cultural differences is shown. Discrimination due to race, religion, age or nationality is not accepted.

AVK G and AVK S respect the right to freedom of association and collective bargaining, and compulsory labour is not accepted.

Child labour is only accepted as long as national and international legislation is respected, and generally children under 18 years are prohibited from doing work on night shifts or work that is considered too dangerous.

AVK G and AVK S highly value respect for the environment and wish to impact the global environment as little as possible. National legislation is respected, and international focus areas are evaluated and implemented if relevant.

Occupational Health and Safety Policy and People in Focus

Both AVK G and AVK S are an attractive place of work with a good working environment. We show consideration for the safety and job satisfaction of the employees for which reason production takes place under conditions where preventive measures are taken in order to continuously reduce the impacts on the working environment.

The reputation and authority of the safety committee in the organization are emphasized in all matters concerning safety. Continuous systematic work place evaluations are carried out. As a minimum, these evaluations must comply with the standards of the national working environment authorities.

It is important for AVK G and AVK S that all employees both within the organization and those employed by sub-suppliers work under good and secure conditions so the risk of damages as well as physical and mental disabilities is reduced as much as possible. Much attention is paid to this issue, which is currently supervised during regular work place and safety evaluations, just as internal and external audits are carried out.

It is a clear goal to minimize accidents.

AVK G and AVK S are certified according to OHSAS 18001.

Environmental Policy and Environment in Focus

AVK G and AVK S are responsible and environmentally conscious companies that show consideration for employees, neighbours, customers and other global partners. Consequently, production takes place under conditions where preventive measures are taken in order to continuously reduce the impacts on the environment. It is a matter of course for AVK G and AVK S to be at the forefront of development and to ensure that environmental legislation is complied with just as environmental responsibility is promoted.

Consequently, the energy consumption and waste quantity are monitored, and improvement initiatives are currently in process in order to reduce the environmental impact. Attention is paid to reduce the CO₂ emission by constantly reducing the energy consumption.

If new substances are pointed out as dangerous, these are substituted with less dangerous substances.

AVK G and AVK S are certified according to ISO 14001.

Partners and Collaborators

AVK G and AVK S select partners that basically have corresponding attitudes and who comply with the United Nations Global Compact. In this way, the greatest possible broadness and effect in relation to the society is achieved.

Corruption is not accepted, and cartel formation and price fixing is against legislation.

When selecting sub-suppliers, great attention is paid to environmental issues and occupational health and safety conditions. As a minimum, sub-suppliers must pay attention to and comply with the following main points:

- All actions should be in compliance with local legislation
- We do not accept child labour. Child labour will only be tolerated if it is part of a special training and only if it takes place under special protected conditions.
Child labour is defined as full-time work done by children that are either younger than 15 years of age or younger than the age of completing local compulsory school. The local legal minimum age for full-time employment must never be violated
- Forced and compulsory labour must not take place
- Employees must not be physically or mentally punished or humiliated
- Working hours and salaries must comply with national legislation. Furthermore, it should be voluntary to work overtime, and employees should be paid for overtime work

Compliance with environmental and occupational health and safety policies and certification according to ISO 14001 and OHSAS 18001 shall be a goal for our partners and collaborators.