

Kamstrup

Corporate Social Responsibility (CSR)

POLICY

Kamstrup is an international group. We are aware that our business affects the world around us. Our CSR policy is implemented by all employees in the Kamstrup group.

Kamstrup has joined the **United Nations Global Compact**.

The policy is published on our websites. It is used as guidelines when entering internal and external agreements.

With the CSR policy, Kamstrup aims to contribute to a positive development in our society.

Kamstrup adheres to applicable legislation and international standards.

The policy addresses the **Ten Principles of The Global Compact** and formulates the ethical demands we make on ourselves and which we influence all our business partners to observe.

Human rights (principles 1 and 2)

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence; and

Principle 2: Business should make sure they are not complicit in human rights abuses.

Kamstrup is certified according to OHSAS 18001; besides we support and respect the principles protecting international human rights within our sphere of influence. We shall ensure that our company acts ethically correct in all situations and is not participating in abuse of these rights.

Working conditions (principles 3, 4, 5, 6)

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour; and

Principle 6: The elimination of discrimination in respect of employment and occupation

At Kamstrup this means that we shall contribute to creating working conditions complying with these principles and observe applicable legislation and regulations.

Kamstrup will abstain from business that breaches these principles.

All employees shall be given the opportunity to develop skills required to handle the tasks and for future career options.

The environment (principles 7, 8, 9)

Principle 7: Business should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Kamstrup is certified according to ISO14001. Besides this, we shall be open towards global environmental problematics and strive to improve our opportunities for positive impact on solutions.

All the materials we use shall come from suppliers who actively work to ensure that the products and their materials are environmental sound.

When practically possible, all products and packaging shall be recyclable.

Environmental considerations shall be central to our product development and to how we plan our production with the purpose of reducing harmful impact on the environment, internally as well as externally.

Policy against corruption (principle 10)

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

At Kamstrup this means that none of Kamstrup's employees may receive or give gifts, loans, payment or other remuneration which may incite to dishonesty, illegal acts or which may be seen as an attempt to influence the objectivity of commercial decisions.

Kamstrup shall observe applicable legislation and regulations which encourage free trade and competition.

Observance

All managers in the Kamstrup group are bound to ensure that all their employees and business partners are informed of the CSR policy content and Kamstrup's expectations for the cooperation.

Stilling, 2010-02-22



Per Asmussen
CEO