

To whom it may concern

LSEZ "Jensen Metal" SIA

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Declaration of Corporate Social Responsibility (CSR) Policy

With this document, LSEZ "Jensen Metal" SIA, confirm their social and environmental responsibility.

Jensen Metal's decisions are guided by the UN Global Compact's ten principles in the areas of human rights, labour, the environment and anti-corruption.

Jensen Metal's objectives in terms of the company's social responsibility are to understand and comply with local and global challenges faced by society in the geographical regions in which Jensen Metal operates.

Our suppliers and other partners are expected to comply with the basic principles of corporate social and environmental responsibility, which coincide with Jensen Metal's own principles.

Integrity and transparency are key to the work with corporate social responsibility.

Code of Conduct

Jensen Metal's Code of Conduct is a set of rules for ethical conduct.

It defines standards in a number of areas, and our company and employees are expected to comply with these in order to maintain our reputation as a company with a high level of integrity and credibility.

Human rights

Jensen Metal does not tolerate child labour or forced labour. Similarly, no form of discrimination in working or employment relationships is acceptable. This includes discrimination due to gender, religion, age, sexual orientation, nationality, political persuasion and social or ethnic origin.

Jensen Metal strives to be a respected employer and aims to maintain a good physical and social working environment. We acknowledge that all people are free, with equal worth and rights in the workplace, and we also respect the individuality and private life of each of our employees.

Employee rights

Jensen Metal recognises the employee's right to establish or join trade unions in compliance with the country's laws and principles. As an employer, as a minimum, we comply with national laws, codes, regulations and agreements on wages and salaries and working conditions.

As an international company, we respect differences in culture and traditions, whereby internal relations must be characterised by mutual trust and respect. For these reasons, we do not tolerate any form of harassment, direct or indirect, physical or psychological, verbal or non-verbal.

Health and safety

Jensen Metal ensures that employees have a satisfactory working environment in which the greatest possible consideration is shown for safety and environmental impact.

We make it our duty to ensure that our company at least accommodates current safety and environmental legislation.

Within the areas in which Jensen Metal has an influence, the company must make an effort to ensure that suppliers and sub-suppliers comply with the principles of Jensen Metal's Code of Conduct and, for example, provide their employees with a healthy and safe working environment.

Jensen Metal does not purchase products from suppliers who are not able to document on request that child labour is not permitted in their production facilities.

Anti-corruption and conflict of interest

Our business partners and stakeholders must be assured that the conduct of our employees is based on the interests of the company and not the employees' own private interests. Therefore, Jensen Metal strives to avoid the slightest hint of conflict of interest.

Our employees do not receive gifts, services or payments which could affect, or may be considered to affect, the objectivity of their, or the company's, business decisions.

Jensen Metal may not offer or award improper payment or other compensation to persons or organisations with the aim of influencing said person or organisation to establish or retain a business relationship with the company.

Jensen Metal may not, either directly or indirectly, request or accept any form of improper payment or other compensation given with the aim of establishing or retaining a business relationship with the company.

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Environment

In compliance with the UN Global Compact, Jensen Metal takes initiatives to promote greater environmental responsibility and to reduce impact on both the internal and external environment. Similarly, we seek to promote the use of more environmentally friendly technologies and materials.

We measure key figures for, among other things, energy, heat and water consumption on a regular basis. The results are used to implement broad-ranging initiatives to reduce energy consumption and CO2 emissions.

Jensen Metal's Corporate Social Responsibility policy and Code of Conduct are defined by the executive board and are evaluated continually.

Liepāja, Latvia

LSEZ "Jensen Metal" SIA

12.10.2014



Date

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