METZ

CSR POLICY

Metz wishes to be a responsible and trustworthy business partner as a supplier of promotional products and corporate gifts to Denmark´s largest companies. Metz does not have any in-house production, but act as trend spotter and purchaser for our customers. By delivering the right products, by providing high quality service and by creating a transparent value chain, we want to support a successful business for our customers. Metz was founded upon these values and principles.

We created our CSR policy with the goal of making a positive difference. We are committed to monitor and manage our supply chain in compliance with internationally recognized principles for Human Rights, Labour Standards, Environment and Anti- Corruption.

The framework for, and backbone of, our CSR strategy and activities are based on the ten principles of the UN Global Compact that we joined in November 2013 as well as our environmental commitment.

Our commitment is integrated in our business values and communicated where we have business activities and follow as a minimum the law.

OUR RESPONSIBILITY TOWARDS ETHICAL BUSINESS PRACTICES IN OUR ACTIVITIES:

Employees at Metz are expected to show good judgment and, if in doubt, they should contact their nearest manager or the CSR responsible. We will work against bribery, corruption, fraud and any Other prohibited business practices in our business activities.

INCLUDED BY NOT LIMITED TO;

- Public officials or private-to-private corruption.
- Payment of bribes or trading in influence in relation in relation to business partners, government officials or employees.
- Use of facilitation payments.
- Political contributions, charitable donations and sponsorships in expectation of undue advantages.
- Permitting or participating in money laundering.

OUR RESPONSIBILITY TOWARD HUMAN RIGHTS IN OUR BUSINESS ACTIVITIES:

We will work to ensure basic human rights in our business activities by ensure that internationally principles are followed, including but not limited to;

- Work against discrimination in all its forms.
- Work against forced labour.
- Work against child labour.
- Work to respect workers right to establish trade unions.
- Work to ensure good working conditions, including working hours, wages, rest periods, overtime.

OUR RESPONSIBILITY TOWARDS HEALTH AND SAFETY IN OUR BUSINESS ACTIVITIES:

We will work to ensure a safe and healthy work place for workers involved in our business activities by ensure that internationally principles are followed, including but not limited to;

- Good working conditions.
- Access to clean water at the work place.
- Personal protective and safety equipment for the workers.
- Conducted health & safety training at the work place.
- Conducted emergency training at the work place.

OUR RESPONSIBILITY TOWARDS THE ENVIRONMENT:

We will work to fulfil the environmental responsibilities in our business activities and our manufacturing processes by ensure that internationally environmental principles are followed, including but not limited to;

- Energy consumption.
- Emissions to air and land and water.
- Management of hazardous materials and waste.
- Minimizing potential hazards to the environment.

REDUCE REUSE RECYCLE WE ARE COMMITTED TO;

- Collaborate with our suppliers, customers and other partners to make a difference in our business area.
- Continuously focusing on minimizing our products environmental impacts in the manufacturing, use and disposal process.
- Constant focusing on reducing our internal consumption, included but not limited to energy, paper and plastics.

All employees should know and understand our policy.