

# RED HORSE

## CODE OF CONDUCT



# RED HORSE Code of Conduct

## Introduction:

The surrounding world is making ever increasing demands on companies to act in a responsible way in relation to society, the environment and employees. These are all natural priorities for RED HORSE.

## Purpose:

The purpose of this Code of Conduct is to describe our core values and ensure that our daily business is conducted according to healthy business ethics and that we at any given time can look our surrounding world in their eyes with good conscience. Furthermore to make sure that RED HORSE products are manufactured in a way that characterizes a company that acts in a responsible way in relation to all stakeholders.

## Scope:

The principles described in this document apply for RED HORSE and all RED HORSE employees.

Managers at all levels are responsible for relaying this information to their staff and to set appropriate demands towards suppliers and general business partners.

## RED HORSE core values:

- We work hard to find the best existing solutions or develop better ones ourselves.
- We do not give up until a solution is found and we have reached our goals. This attitude we refer to as "RED HORSE Fighting Spirit".
- We always think truly out the box when finding new solutions or ways. "No" is not an option when coming up with new ideas and solutions.
- Our customers can rely on us at all times.
- We think, act and react quickly in an ever changing global world.
- We always strive at running a profitable business and to develop it further.
- At RED HORSE our customers are not always right... we believe in the value of challenging points of views and ideas.

## Confidentiality:

We are committed to maintaining the highest degree of integrity in all our dealings with potential, current and past customers, both in terms of normal commercial confidentiality, and the protection of all personal information received in the course of providing the business services concerned. We extend the same standards to all our customers, suppliers and associates.

**Ethics:**

We always conduct our own services honestly and honourably, and expect our customers and suppliers to do the same.

**Behaviour towards the environment:**

We believe in the principle of conducting business with as little as possible negative impact on the environment.

**Working environment:**

We live up to national and local laws in regards to working environment and strive to keep RED HORSE ahead in all aspects.

**Duty of care:**

Our actions will always conform to relevant law, and we believe that all businesses and organizations, including RED HORSE, should avoid causing any adverse effect on the human rights of people in the organizations we deal with, the local and wider environments, and the well-being of society at large.

**Quality assurance:**

We maintain the quality of what we do through constant ongoing review with our customers, of all aims, activities, outcomes and the cost-effectiveness of every activity. We encourage regular review meetings and provide regular progress reports.

**Professional conduct:**

We conduct all of our activities professionally and with integrity.

**RED HORSE expectations of suppliers:**

We firmly believe that we should behave towards the world around us, which includes society in general, beyond the requirements of legislation and regulation.

We aim to establish long lasting relationships with our suppliers to our mutual benefit.

RED HORSE endorses the guidelines and recommendations of the World Trade Organization (WTO) and will therefore, other things being equal prefer suppliers from member countries.

RED HORSE recognizes the Universal Declaration of Human Rights (1948) as well as the core labour conventions of the International Labour Organization as reflected in the Declaration on the Fundamental Principles of Rights at Work (1998). These international standards form the basis of this Code of Conduct, and we expect our suppliers to share our commitment to these standards.

All suppliers of materials and components must as a minimum comply with local laws and regulations in their countries of operation. Should any of the specific provisions of this code of conduct legally conflict with national or local laws, the applicable laws

should always prevail; in these cases RED HORSE should be notified.

All suppliers must act in compliance with national and international competition legislation and regulation, and they must follow the WTO's legal ground-rules for international commerce in order to obtain open, fair and undistorted competition.

RED HORSE does not accept bribery.

In respect of human and labour rights the specific requirements of this code of conduct are based on the eight core conventions defined in the ILO Declaration on the Fundamental Principles of Rights at Work.

We expect all suppliers to RED HORSE provide a safe and healthy working environment for all their employees.

Employees must have freedom of association and the right to collective bargaining consistent with applicable laws. Employees must be treated within the applicable national or local laws regarding employment.

Working hours should be mutually agreed upon between the company and the employees. In companies where an organized labour union exists working hours should be defined through the collective bargaining process.

RED HORSE believes that working hours should not exceed 60 hours including regular overtime a week.

RED HORSE believes that all children have the right to a childhood and an education. Suppliers must ensure that no person shall be employed at an age younger than 15 or younger than the age of completing compulsory education.

Where national law permits, workers of 12 to 15 of age may undertake light work a few hours a day provided it is not likely to be harmful to their physical or mental health and development or to prejudice their attendance at school.

This Code of Conduct applies to part-time and full-time employees; adults and children.

RED HORSE will not conduct business with suppliers who discriminate.

RED HORSE will not conduct business with suppliers who use forced or involuntary labour.

1) Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87) Forced Labour Convention, 1930 (No. 29) Discrimination (Employment and Occupation) Convention, 1958 (No. 111) Minimum Age Convention, 1973 (No. 138) Right to Organize and Collective Bargaining Convention, 1949 (No. 98) Abolition of Forced Labour Convention, 1957 (No. 105) Equal Remuneration Convention, 1951 (No. 100) Worst Forms of Child Labour Convention, 1999 (No. 182)

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