

Issue	CR Policy
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Responsible	Nicolaj Ulmits
Approved	Group Executive Management
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*Lovpligtig redegørelse for samfundsansvar, jf. årsregnskabslovens § 99a
Redegørelsen udgør samtidig en bestanddel af ledelsesberetningen i virksomhedens årsrapport 2018*

*Statutory report on social responsibility, pursuant to årsregnskabsloven § 99a
The report is also part of the management report of the company's annual report 2018*

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OPENING

By this policy GPV group declares that we intend to meet a wide range of Corporate Responsibility (CR). As of 2018 the title of this policy has changed from Corporate Social Responsibility (CSR) to Corporate Responsibility (CR). This reflects that GPV consider responsibility and sustainability to go beyond the social elements.

The policy underlies the yearly goals set by the executive management. The goals achieved during the past year as well as effort for the coming year will appear from the annual follow up on agreed KPIs and their annual targets..

This policy requires as a minimum to fulfil the principles contained in

- TLS 8001 (Thai Labour Standard)
- UN Global Compact.

1. ABOUT GPV

1.1. Business and operating principles

GPV is a knowledge based outsourcing partner with specialist capabilities within high technology and complex manufacturing.

GPV delivers complete solutions or components and works together with global oriented customers in the segments Clean Tech, Instruments and Industry, Medico, Marine and Defence.

GPV is a global operating company founded in Denmark and with Danish headquarters. We comply with local legislation in all the countries in which we operate.

1.2. Code of Conduct

The GPV Group is dedicated to being a responsible employer and a good corporate citizen. The Code of Conduct represents our core values and reflects our continued commitment to ethical business practices and regulatory compliance.

The Code applies to all employees of the GPV Group worldwide, and it is the responsibility of Management and all employees to ensure compliance with this Code of Conduct.

In the event of non-compliance, employees are encouraged and expected to give notice to the Executive Board, and they are assured that they will suffer no retaliation or other negative consequences in such case. We take a very serious view of any suspicion of breach of GPV's Code of Conduct, and in any cases of non-compliance with the Code of Conduct, we will act.

2. CORPORATE RESPONSIBILITY (CR)

2.1. Workplace

GPV strive to continually improve our work environment. We aim to strengthen and implement a shared corporate culture which is to help us treat all colleagues equally, regardless of culture, history and tradition. If GPV employees have good working conditions and are committed to their work, together we can do the best job possible.

- **Diversity**

In GPV we place the right people in the right job. We are looking for competencies to fill in a certain job regardless of religion, culture, colour of skin, etc.

- **Training and development initiatives**

It is our aim to provide our colleagues with continuous and relevant education and training.

- **Working hours**

In GPV the amount of working hours lives up to the local labour legislation. In situations where law or agreements claim overtime pay or other kind of nuisance bonus, it will be paid.

2.2. Safety

GPV ensures that production in all phases of the supply chain is planned and organized to promote a safe, healthy and responsible working environment. The purpose is to avoid accidents and to ensure that the physical and mental condition of the employees does not deteriorate.

The work at GPV is carried out in accordance with the following principles:

- Risks are controlled and managed at the source
- To the extent commercial feasible, the work is adjusted to fit the individual employee in terms of equipment, as well as work and production methods
- Monotonous work is limited to minimize its impact on the employee's health
- No work methods constitute danger to the employees

GPV makes every effort to ensure that our processes are safe and that high quality standards are maintained throughout the entire supply chain, from incoming raw material to finished goods.

GPV makes every effort to ensure that no employee suffers physical or psychological harm at work.

In terms of prevention of work accidents the plant management must notify any accident to the CEO, who afterwards brings it to the upcoming management meeting for discussion to avoid similar incidents in the future.

2.3. Health

It is important to GPV to have healthy employees. GPV ensures that efforts to improve the general health are part of the GPV way to act.

GPV helps improving the health of its employees by improving the work environment with initiatives targeting an improved well-being.

2.4. Quality

GPV ensures that our suppliers show respect of high product quality and of the environment. GPV inspects and audits significant suppliers at least once a year and visits suppliers with low performance.

Internal quality conditions comply with the industry's highest standards to live up to the terms of the quality certificates GPV has achieved. These certificates are given in the CR report's data sheet.

2.5. Environment and climate

The production in general affects the environment by discharging substances into the air, the ground and the water. GPV has no explicit policy to reduce our effects on the climate, but we comply with all applicable laws and regulations, and we continually work to reduce our energy and water consumption. Our aim is to contribute to sustainable development by focusing on

- Employees
- Environment
- Quality

GPV is ISO 14001 certified which means that we continuously work determinedly and systematically to improve the environment. Every year GPV is evaluated by external auditors.

3. RESPECT OF OTHER PEOPLE, CULTURES AND EQUAL EMPLOYMENT OPPORTUNITIES

Regardless of the country in which we operate, we maintain that the human rights of every individual should be respected and upheld.

3.1 Discrimination

All GPV employees must show respect of the values and cultures of the people with whom GPV works - both internally and externally. As a natural consequence, GPV prohibits discrimination on the basis of sex, race, colour of skin, religion and beliefs, political opinion, sexual orientation, age, handicap or national, social and ethnic origins.

GPV ensures that we do not discriminate when hiring, moving, promoting or dismissing employees, or in connection with pay reviews, training and development or other working conditions. All these elements are based on relevant and objective criteria.

3.2. Freedom of association

GPV does not interfere with the employees' choice of union or other association and respects the employees' right to organise and enter into collective bargaining.

3.3. Child labour

GPV does not accept child labour. GPV is aware of and respects the ban against child labour as expressed in EU Directive 94/33/EC of 22 June 1994 on the protection of young people in the workplace, the UN Convention on Economic, Social and Cultural Rights of 16 December 1966, ILO Convention No. 138 of 26 June 1973 on Minimum Age, ILO Convention No. 182 of 17 June 1999 on the Worst Forms of Child Labour as well as the UN Convention on the Rights of the Child of 20 November 1989.

4. CORRUPTION

As a global company GPV is exposed in Asia and Europe - and thereby in different cultures. Each culture has different attitudes towards doing business. As expressed in our Code of Conduct, we pride ourselves of acting credibly and with integrity in all of our operations, and we do not accept or offer bribes.

5. EXTERNAL RELATIONS

5.1. Community relations

GPV is aware of and observes all applicable laws, rules and regulations in the various countries in which we operate. GPV is responsible for understanding these laws, rules and regulations and how they apply to our business and jobs, and for preventing, detecting and reporting instances of non-compliance to the relevant individuals, institutions or authorities.

5.2. Suppliers and collaborators

GPV sources raw materials in different countries. Our ambition is for our suppliers to meet our Code of Conduct which governs ethical, social and environmental responsibilities. It is essential that customers trust us if we are to sell our products. By acting responsibly, communicating openly and maintaining an on-going dialogue with customers, we create the right conditions for trust.

GPV has a set of ethical guidelines for all colleagues with external supplier relationships (see section 1.2. Code of Conduct)

6. IMPLEMENTATION

A number of the above mentioned issues are implemented by the guidelines established by the management and with flow down to the single management teams in each entity and department. Further GPV code of conduct has been signed by all

relevant employees in the organisation. Others are implemented by concrete action plans and ongoing measuring with quarterly follow-up.

As regards to discrimination, child labor, freedom of association and corruption these issues are met to the extent it is possible from the current knowledge. If suspicion appears to the management that any of this is violated, this will be investigated promptly.

On an annual basis an evaluation of the collection of measures take place and targets for the focus areas for the coming year are set by the group management. Data on all measures are collected from each entity quarterly to evaluate the progress and eventually initiate corrective actions. In 2018 the following activities has been completed and planned:

CR Activities 2018, completed and up-coming

Beyond the ongoing measuring a number of initiatives are initiated as a consequence of GPV's due diligence within corporate responsibility. This is to consider as an expression for GPV's willingness to participate as an active player to improve the conditions as part of the surrounding community.

In GPV E-DK all employees has accomplished a training session in Human Rights emphasizing especially the risks related to Danish working conditions.

In GPV M-DK there has been established a cooperation with the local municipal Job Center to promote health and welfare for the employees.

As previous years GPV Asia has again in 2018 offered different donations for charity project to help schools plantations and disabled children.

Working Environment

In the 2017 sum up of CR activities it appeared that working accidents were prevalent in the mechanics session. In order to prevent and reduce the number of working accidents from 2018 all near misses are mapped, and in GPV Asia monthly management safety meetings and safety audit by the management team has been effected.

Human Rights

In 2018 we have continued focusing on responsible Customer Relation Management. This has caused the compilation of a supplier Code of Conduct. Also an expansion of the Supplier Audit Check List has been prepared to gain an improved focus on social and labor conditions. Ahead is still the work with getting these documents alive. For this purpose relevant employees with supplier contact will in 2019 be trained to consider these elements concerning supplier selection and evaluation.

Corruption, Anti Bribery and Business Ethics

Primo 2018 a new e-learning tool was implemented to educate all relevant employees in anti-corruption and business ethics. Until now 77% have completed this training and we continue working to increase this in 2019. In the future all new employ-

ees with external relations (customers, suppliers, authorities etc.) as well as managers will accomplish these e-learning lessons as a part of the introduction program.

Environmental Issues

GPV has no material outstanding environmental issues. In 2016 a main objective of environmental improvements was to reduce energy consumption by 10% relative to revenue from 2016 to 2020. We are satisfied that this target has been reached by 2018. Still we continue focusing on energy saving. As an example of energy saving initiatives, a pilot project for replacing lighting for LED in Electronics DK has been completed in 2018.

Gender Composition

GPV is aware that there is no inappropriate displacement of the gender composition in the management group. In 2018 a female manager was encouraged to participate education at an International Institute for Management Development. After completing the education she was promoted.

The actual gender composition among the Management shows a division of 26% female / 74% male. Among all employees the gender composition shows a distribution of 55% female / 45% male.

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