

Declaration from Hans Kjær Trading A/S

With this document Hans Kjær Trading A/S declares that we comply with the following standards:

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Child labour

Hans Kjær Trading A/S ensures that:

- All employees are over 13 years of age.
- Employees between the ages of 13 and 15 only perform light work.
- Employees between the ages of 13 and 15 work a maximum of two hours per day.
- Parents of employees between the ages of 13 and 15 are informed of the work and the conditions under which the work is performed.
- Employees under the age of 18 do not perform dangerous work or work at night.
- All apprentices in the company are above the age of 15 and work as part of their education.

Hans Kjær Trading A/S is aware of and respects the ban against child labour as expressed in the Danish Working Environment Act, Consolidated Act No. 1084 of 19 September 2017 and in the Executive Order on the work of young people No. 239 of 6 April 2005.

The Danish legislation is in accordance with 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.

The Danish authorities monitor whether company complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If the company breaches the regulations, those responsible may be punished, in the form of a fine or imprisonment.

Freedom of association

Hans Kjær Trading A/S ensures that:

- Hans Kjær Trading A/S does not discriminate or in any other way make decisions that are affected by the employee's affiliation with a trade union or other association.
- Hans Kjær Trading A/S does not attempt to influence the employees to be members of a particular trade union.
- Union representatives are given special protection in carrying out their duties.
- Hans Kjær Trading A/S does not interfere in which trade unions or other associations are formed in the workplace.

- Employees are not dismissed because of their affiliation with a trade union.
- A particular trade union is not favoured.
- The right to collective bargaining is respected.
- Elected representatives for the employees are given special protection against dismissal.

Hans Kjær Trading A/S is aware of and respects the employees' right to organise and enter into collective bargaining as expressed in Danish legislation in the law on protection against dismissal for union-related reasons, Act No. 424 of 8 May 2006 as well as in the General Agreement between The Danish Confederation of Trade Unions and the Danish Employers' Confederation of 1973.

The Danish legislation and the General Agreement are in accordance with the European Convention on Human Rights of 4 November 1950, the UN Convention on Civil and Political Rights of 16 December 1966, the UN Convention on Economic, Social and Cultural Rights of 16 December 1966, ILO Convention No. 87 of 9 July 1948 on Freedom of Association, ILO Convention No. 98 of 1 July 1949 on the Right to Organise and Collective Bargaining, ILO Convention No. 111 of 25 June 1958 on Discrimination, ILO Convention No. 135 of 23 June 1971 on Workers' Representatives.

The Danish authorities monitor whether the company complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If the company breaches the regulations, those responsible may be punished, in the form of remuneration to the employee.

Discrimination

Hans Kjær Trading A/S ensures that:

- Within the company, no person is subject to discrimination based on gender, race, colour, religion, political opinion, sexual orientation, national extraction, social origin, ethnic origin, age or handicap.
- Within the company, no person is subject to discrimination in hiring, dismissal, transfer, promotion, wage setting, setting of working conditions or competency development. All decisions regarding employment, promotion, dismissal, wages and other working conditions are based on relevant and objective criteria.

Hans Kjær Trading A/S is aware of and respects the ban against discrimination as expressed in Danish legislation in the law prohibiting discriminatory treatment, Act no. 756 of 30 June 2004 and law on equal treatment of men and women in regard to employment and maternity leave, Act no. 711 of 20 August 2002.

The Danish legislation is in accordance with EU Directive 00/43/EC of 29 June 2000 on equal treatment between persons irrespective of racial and ethnic origin, EU Directive 00/78/EC of 27 November 2000 on a general framework on equal treatment in employment and occupation, the European Convention on Human Rights of 4

November 1950, the UN Convention on the Elimination of All Forms of Racial Discrimination of 21 December 1965, the UN Convention on the Elimination of All Forms of Discrimination Against Women of 18 December 1979, ILO Convention No. 100 of 29 June 1951 on Equal Remuneration, ILO Convention No. 111 of 25 June 1958 on Discrimination, and ILO Convention No. 169 of 27 June 1989 on Indigenous Peoples.

The Danish authorities monitor whether the company complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If the company breaches the regulations, those responsible may be punished, in the form of a fine or imprisonment.

Corruption

Hans Kjær Trading A/S ensures that:

None of the company's employees give or receive unjustified advantages from Danish or foreign public officials or employees in private companies.

Hans Kjær Trading A/S is aware of and respects the regulations on corruption as expressed in the Danish legislation in the penal code, Act No. 977 of 9. September 2017, §§ 122, 144, 290, 299.2 and 306.

The Danish legislation is in accordance with the Council of Europe convention on corruption and the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.

The Danish authorities punish violations of the Danish regulations on corruption by fine or imprisonment. This may also be the case if the punishable act is committed abroad.

Medical care and first aid

Hans Kjær Trading A/S ensures that:

All company employees have access to free medical care. In Denmark it is not necessary to be insured to receive medical care. In addition the company has taken the necessary measures regarding first aid. This means a.o. that:

- The workplace is equipped with appropriate rescue equipment as well as the necessary equipment for first aid in the case of accidents.
- A sufficient number of people have been trained in first aid.

Hans Kjær Trading A/S is aware of and respects the regulations on access to first aid as expressed in the Danish Working Environment Act, Consolidated Act No. 268 of 18 March 2005.

The Danish legislation is in accordance with EU Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work, EU Directive 89/654/EEC of 30 November 1989 on safety and health in the workplace, and ILO Convention No. 155 on Safety and Health in the Workplace.

The Danish authorities inspect whether the company complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If the company violates the regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

Wages and working conditions

Hans Kjær Trading A/S ensures that:

- All employees receive a minimum wage in accordance with international standards.
- Before entering employment all employees are given written information about wages, place of work, job content, rights concerning holidays with pay, terms of notice, wage-related conditions, working time and collective agreements, if any.
- All employees at the company receive at least 25 days of holidays with pay per year according to Danish legislation.
- All employees who work over a shorter period of time receive holiday, and the holiday is adjusted to the length of employment.

Hans Kjær Trading A/S is aware of and respects the Danish requirements on wage conditions, benefits and terms of employment as expressed in Danish legislation in the law on certificates of employment, Act No. 1011 of 15 August 2007, the Holidays Act, Act No. 407 of 28 May 2004, the law on equal treatment of men and women in regard to employment and maternity leave, Act No. 734 of 28 June 2006, the law amending the law on equal treatment of men and women in regard to employment and maternity leave, the law on benefits for sickness or birth and the law on parental leave, Act No. 566 of 9 June 2006.

The Danish legislation is in accordance with EU Directive 91/533/EEC of 14 October 1991 on confirmation of employment, the UN Convention on Economic, Social and Cultural Rights of 16 December 1966, the UN Convention on the Abolition of All Forms of Discrimination Against Women of 18 December 1979, and ILO Convention No. 52 on Holidays with Pay.

Employees who consider that their rights are being violated may bring legal proceedings. If the company infringes the rules, the company may be ordered to pay compensation to the employee, and to retroactively pay any salary due.

Psychological working environment

Hans Kjær Trading A/S ensures that:

- The work in the company poses minimal risks to the deterioration of physical or psychological health.
- An assessment has been made of the physical, ergonomic and psycho-social conditions in the working environment which in the short or long term may affect physical or psychological health. The assessment has been made for all work elements and helps to ensure that the work takes place in full consideration of safety and health concerns.
- Monotonous, repetitive work, which may be hazardous to physical or psychological health in the short or long term, is avoided or limited.
- The work pace does not constitute a danger of deterioration of physical or psychological health in the short or long term.
- Isolated work, which may be hazardous to physical or psychological health, is avoided or limited.
- The work does not constitute a risk of deterioration of physical or psychological health as a result of bullying, including sexual harassment.

Hans Kjær Trading A/S is aware of and respects the regulations regarding the psychological working environment as expressed in the Danish Working Environment Act, Consolidated Act No. 1084 of 19 September 2017.

The Danish legislation is in accordance with EU Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work.

The Danish authorities inspect whether the company complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If the company violates the regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

Eating facilities and drinking water

Hans Kjær Trading A/S ensures that all employees have:

- Access to eating facilities with adequate hygienic conditions.
- The possibility to store own food and drink without health risks and the possibility to heat food and drink.
- Access to drinking water in the course of their work.

Hans Kjær Trading A/S is aware of and respects the regulations on access to eating facilities as expressed in the Danish Working Environment Act, Consolidated Act No. 268 of 18 March 2005.

The Danish working environment legislation is in accordance with EU Directive 89/654/EEC of 30 November 1989 concerning the minimum safety and health requirements for the workplace.

The Danish authorities inspect whether the company complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If the company violates the regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

Temperature

Hans Kjær Trading A/S ensures that:

- Hans Kjær Trading A/S's workplaces are constructed, designed and used in such a way that employees can perform the work without inconveniences from the temperature.
- The temperature in the workspaces is adjusted to the work methods and the physical exertion of the employees.
- Temperature conditions in the workspace are without inconvenient differences in temperature.

Hans Kjær Trading A/S is aware of and respects the regulations on temperature in the workplace as expressed in the Danish Working Environment Act, Consolidated Act No. 1084 of 19 September 2017.

The Danish working environment legislation is in accordance with EU Directive 89/654/EEC of 30 November 1989 concerning the minimum safety and health requirements for the workplace.

The Danish authorities inspect whether the company complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If the company violates the regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

Toilet and bathing facilities

Hans Kjær Trading A/S ensures that:

Hans Kjær Trading A/S's employees have access to good sanitary facilities. This means a.o. that:

- All employees have access to a toilet with flush, a washbasin with running cold and hot water as well as soap or skin cleaning products.
- Employees have access to shower facilities if the work is e.g. dirty, physically exhausting, or leads to a risk of coming into contact with substances or materials that are hazardous to health.
- Wash basins are suitably placed in relation to work spaces, eating facilities, toilets, cloakrooms or changing rooms.

Hans Kjær Trading A/S is aware of and respects the regulations on sanitary facilities in the workplace as expressed in the Danish Working Environment Act, Consolidated Act No. 1084 of 19 September 2017.

The Danish working environment legislation is in accordance with EU Directive 89/654/EEC of 30 November 1989 concerning the minimum safety and health requirements for the workplace.

The Danish authorities inspect whether the company complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If the company violates the regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

Buildings must fulfil the provisions of building legislation (the Danish Construction Act and the Building Regulations). In accordance with the Danish Construction Act, the owner of a property at any time is obliged to ensure that the building has been lawfully constructed, and that any unlawful conditions are brought into compliance with the law. If an unlawful condition concerning a building relates to unlawful use of building, this obligation will also rest on the user.

If the owner or user does not comply with an order notified by the municipal council to rectify an unlawful condition, a court ruling may order the owner or user to pay mandatory fines. If an order is not complied with, or if the unlawful condition is not rectified despite the order of daily penalties, the municipal council may rectify the unlawful condition for the account of the owner or the user.

A party that infringes building legislation may also be subject to the penalty of a fine.

Forced labour

Hans Kjær Trading A/S ensures that:

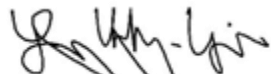
- Force, threats or disciplinary means are not used with the aim of forcing people to work.
- Hans Kjær Trading A/S does not engage in debt slavery or the trafficking of human beings with the aim of forcing people to work.
- Hans Kjær Trading A/S does not cooperate with other companies which use forced labour or withhold identification papers or wages from employees with the aim of forcing the employees to work.
- Hans Kjær Trading A/S's employees are free to leave the workplace without being restrained.

Hans Kjær Trading A/S is aware of and respects the ban against forced labour as expressed in Danish legislation in the penal code, Act No. 977 of 9 August 2017, §§ 260, 261 and 262a.

The Danish legislation is in accordance with the European Convention on Human Rights of 4 November 1950, the UN Convention on Civil and Political Rights of 16 December 1966, ILO Convention No. 29 of 28 June 1930 on Forced Labour, ILO Convention No. 105 of 25 June 1957 on Abolition of Forced Labour.

The Danish authorities monitor whether the company complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If the company breaches the regulations, those responsible may be punished, in the form of a fine or imprisonment.

11.09.2020


Søren Urnøj-Kjær