

Nordsjællands Metalstøberi A/S

CSR

Corporate Social responsibility

We all have an obligation to think sustainability into our daily lives. At Nordsjællands Metalstøberi A/S we produce around a 1000 tonnes aluminium articles every year. We are a total supplier of sand casted aluminium components and proud to deliver to a number of the world's leading companies, while conducting a responsible, respectable and sustainable business.

General principle

Nordsjællands Metalstøberi A/S shall comply with the laws and regulations of each country in which we operate. This code of conduct clearly states how we do business and helps us avoid legal issues or damage our reputation. The code is what Nordsjællands Metalstøberi A/S stand for and what we expect from you as an employee, supplier or sub-supplier.

Mutual respect, honesty and integrity

- We believe in overall respect for one another. We respect personal dignity, privacy and personal rights of every individual disregarding various ethnic backgrounds, culture, religion, ages, disabilities, races, sexual identity and gender.
- We do not tolerate discrimination, harassment or offensive behavior against anyone based on any of these characteristics. We shall foster a social environment with respect for the individual.
- We make decisions about those we work with – including personnel, suppliers, customers and business partners based only on appropriate considerations, not on such as discrimination or coercion.
- We are open, honest and stand by our responsibilities. We are a reliable partner and make no promises we cannot keep, and we expect our employees to act with integrity. We encourage our employees to run the business like their own.
- We do our utmost safeguard the trust that our customers have in the company

Safety and health

- Providing a safe and healthy work environment is essential to our business. The necessary conditions for a safe and healthy work environment shall be provided for all Nordsjællands Metalstøberi's employees, visitors or other external parties working in our factory.
- Safety first! Mandatory use of safety shoes, and hearing protection for all production employees. Mandatory use of safety glasses for everyone in jobs where eye protection is necessary. Safe walkways and escape ways are identified and marked.
- All employees receive regular training in evacuation and have been introduced to managing potential hazards in the production.

Working conditions

- Nordsjællands Metalstøberi A/S comply with applicable laws, agreements and the standards on working hours and compensation in agreement with Danish Industry.
- Child labor is not tolerated.
- We respect the right of all employees to join a union of free choice as well as an employee's right to refrain from joining a union is respected.
- Every third year an APV-report is made encouraging our employees to evaluate their working conditions resulting in an action plan.
- We are working close together with the Danish Authorities regarding working conditions and proud of our green smiley.

Environment


- Protecting the environment and creating a circular economy is a major concern for Nordsjællands Metalstøberi A/S. Through management leadership, employee commitment and close partnership with supplier we have raised our recycle level from 3 to more than 90% in only 3 years.
- All our production is based on recycled aluminium.
- Some of the aluminium we buy is actually waste from our own production. Our waste material is collected and with other waste material from the industry recycled to produce new aluminium bars. This creates a circular process, where we together with our suppliers ensure that the raw material is made to be made again. It is a development that we and our employees enjoy seeing every day.
- All our waste is handled and documented – so we can clearly see that we DO make a difference regarding sustainability.
- Reducing waste is our main priority. Both seen from an economical perspective and from an environmental perspective. Making this right from the beginning reduces the impact on the environment.
- We prefer to participate in the design phase as soon as possible advising the customers on how to make the design as lean as possible with regard to making the production flow as smooth as possible.
- We strive to reduce energy consumption in all areas and in-cooperation this in future investment plans.
- We comply with REACH and do not use any black list substances in our production.

Handling of confidential information

- Company data privacy procedures ensure the new data privacy regulation. Here employees are informed on how we handle personal information about our employees.
- All information received from either customers or suppliers are treated confidentially.
- Regarding financial responsibility we ensure that books and records are maintained in accordance with applicable law and general accounting principles.

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Nordsjællands Metalstøberi A/S



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Adm. direktør