

# Val Controls A/S

2023

## ESG policy

This is a summary of Val Controls current efforts pertaining to environmental initiatives, social conditions, and governance.

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## 1 Efforts

1.1 Environmental efforts

1.2 Social efforts

1.3 Governance efforts

We are dedicated to generating a positive environmental impact through our daily operations and product development and continuously seek ways to enhance it.

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## Energy consumption

- ✔ Our HQ is intelligently built to the latest standards which ensures minimal heating and electricity expenditure.
- ✔ We opt for production equipment that has the lowest energy consumption whenever we acquire new equipment.

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## Waste management

- ✔ All of our electronic, organic and production waste is sorted and recycled.
- ✔ Paperless office
- ✔ Sustainable packaging for shipments.

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## Pollution

- ✔ We are actively working towards minimizing our overall pollution in daily operations.
- ✔ We are in the process of electrifying our corporate vehicles and have installed charging stations at our HQ.
- ✔ We strive to conduct only essential business travel and make an effort to conduct meetings online whenever possible.

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## Products

- ✔ Our products enable reduced production pollution in industries such as Oil & Gas, mining, and power plants.
- ✔ All our products are designed to have a low energy consumption as possible when in operation.

We recognize that our business would not be possible without the invaluable contributions of our employees and support of both global and local communities. Therefore, at Val Controls, we highly prioritize the health and well-being of our employees, as well as fostering strong community involvement.

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## Health, safety, and well-being

- ✓ 6 weeks of paid vacation.
- ✓ 24 weeks paid maternity leave.
- ✓ Personal health insurance provided for all employees.
- ✓ We actively ensure that employees have the right tools to maintain a healthy and safe workplace.
- ✓ Yearly employee satisfaction surveys are conducted, reviewed by management, and acted upon.
- ✓ We provide flexible working hours and conditions to encourage a healthy work-life balance.

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## Diversity and inclusion

- ✓ We do the best to accommodate any mental or physical shortcomings our employees can have.
- ✓ When recruiting new employees all candidates are assessed equally no matter gender, sexual orientation, race, or religion.

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## Equality and equal pay

- ✓ All employees are treated and paid equally regardless of gender, sexual orientation, race, or religion.

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## Supplier management

- ✓ All suppliers must comply with local labor laws.
- ✓ Key suppliers have been identified and categorized and are annually evaluated during management review.
- ✓ Purchase department is responsible for choosing new suppliers who must be investigated and checked if they meet our requirements and quality standards before placing any orders.

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## Customer responsibility

- ✓ We have a Quality Management System to ensure quality and safety in our customer deliveries.
- ✓ We treat all our customers with respect and keep our partnerships open and transparent.

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## Community

- ✓ We have committed an annual amount to support the local community.
- ✓ We actively support our employees' endeavors in the local community.
- ✓ We actively participate in developing and supporting the global and local community within our industry.

Our management and board acknowledges that Val Controls has a responsibility to make a positive contribution to the world. They are committed to operating a financially healthy business while simultaneously fulfilling our social and environmental responsibilities.

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## Business strategy

- ✔ We have identified the most relevant UN sustainable development goals and incorporate them into our overall business strategy.

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## Legislation and compliance

- ✔ We continuously monitor the legislation that affects us directly or indirectly within our industry.
- ✔ We continuously ensure that we comply with current requirements and regulations issued by our customers and partners.

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## Documentation and reporting

- ✔ ISO 9001:2015 certification.
- ✔ EN ISO/IEC 80079-34:2018 certification.
- ✔ ESG working group appointed by the CEO which regularly monitors current initiatives and discuss possible new ones.

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## Risk management

- ✔ We identify ESG risks in the same way as other business risks.

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## Business ethics

- ✔ We do our utmost to have the highest possible ethical standards in our business endeavors.