



CONSCIENTIOUS SINCE 1897

CODE OF CONDUCT

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With diligence,
proficiency and
good behaviour...





TABLE OF CONTENTS

THIS IS HOW WE DO	3
EMPLOYEES	4
JOB SATISFACTION	5
HEALTH AND SAFETY	6
WORKING ENVIRONMENT	6
BRIBERY AND CORRUPTION	8
HUMAN RIGHTS	9
DATA PROTECTION	10
COOPERATION WITH PARTNERS	11
COMPETITIVE CONDITIONS	13
GIFTS AND ENTERTAINMENT	13
ENVIRONMENT/SUSTAINABILITY	14
SUMMARY	15

THIS IS HOW WE DO

Jansson was founded by C.M. Jansson in 1897. He understood from the very beginning that a lasting success is built on reciprocity between customer and supplier. He thought that if every Jansson employee demonstrated diligence, proficiency and good behaviour, things could not go completely wrong.

The three values “diligence, proficiency and good behaviour” have carried us forward for more than a century.

In order for Jansson to have a future with workplaces for everybody, it is necessary for us to be competitive and make money – we obtain this goal by diligence. It is important that our customers feel they get the help they need and the best possible solution – this requires proficiency.



Axel Ørum Meier
Managing director



Heidi Lund Qvist
Manager



Frank Ludvigsen
Manager

At Jansson, we say “rather a customer than an order” because we know that a customer can place many orders – this commits us and requires good behaviour.

At Jansson, we aim at being known as Denmark’s most conscientious partner within our business areas.

Therefore, we have summarised our three value words in a slogan under the designation: “conscientious since 1897”. In order to add some punch to our slogan, our customers must feel that there is action behind the words – our common diligence, proficiency and good behaviour.

Thank you for your participation in developing Jansson and adhering to our values – now and in the future.

The employees are our most valuable asset

Behind any successful business, you find skilled and competent employees. By extending and developing the professional and personal skills of our employees, we can retain and attract the right employees.

Jansson is an inclusive workplace with room for everyone. We do not tolerate any kind of insulting behaviour, and we treat our colleagues, customers and partners with respect and dignity.

Many employees choose to stay with us for many years. This offers continuity and makes it easier to recruit new employees when experienced colleagues pass on the right values and deep specialist knowledge.

We are of course pleased that many employees stay with Jansson for many years, and it is also of great value to the customers that we can send out the same specialists to carry out installation, service and problem solving year after year. As long as our employees are willing to learn new methods and to teach their skills, there is room at Jansson.

In other words: *You can stay with Jansson until you grow old if you keep young.*





Job satisfaction is not something you get, but something you create

Our mood means a lot for the way we rise to the challenges of the day. When you are happy, you see opportunities – if you do not thrive, challenges irritate you.

At Jansson, we actively support the creation of consciousness of job satisfaction. Job satisfaction contributes to more initiative and motivation, better relations between colleagues, more creativity, better health and greater success.

We believe that any man has a fundamental wish to develop himself for the benefit of himself and others. Employees who grow with the task create growth for both himself, the customers and Jansson.

Jansson shall be an inclusive workplace that makes sense and which is worth engaging in. At Jansson, we contribute actively to give our employees a challenging workday where they can develop and create results and at the same time have a good time together.

Together with our job satisfaction mascot “Bee Happy”, we remind ourselves and each other every day to spread job satisfaction at the workplace.



Health and safety

We see it as our duty to protect our employees and others affected by our activities. We do so by taking care that the workplaces are run in a safe and secure manner.

We motivate, train and involve our employees in health and safety at the workplace. It is vital that each individual employee has the necessary health and safety knowledge, training and safety equipment that is required by the work.

Among other topics, we work according to this safety guidance:

- respect all safety regulations and conditions for the task at hand.
- always think twice.
- never think: "It's going to be okay".
- never apply power to a plant until you know that nobody is working on or is in contact with the plant.
- watch your step wherever you are going.
- maintain order around you.
- contact your local HSE representative if you feel insecure in safety and related matters.

Safety is our common responsibility, and we do not tolerate indecent behaviour that may jeopardise the health or safety of others, colleagues or yourself.

Working environment

In all respects, we will prioritise the working environment and safety for all Jansson employees. We assure our employees continuous development of their competences within a safe working environment.

The manager is responsible for the employees, but the employees participate in creating the environment of which they are part and in creating improvements and preventing damage.

The employees at Jansson must have the right protection equipment and the necessary training at their disposal so they can carry out their tasks in a safe manner.

Procedures have been established that efficiently can prevent and address all emergency situations and work accidents that influence the surrounding environment and society.

We dissociate ourselves from any form of mentally or physically offensive behaviour, violence, harassment, threats or bullying in and across departments, throughout Jansson Gruppen A/S and in relation to third parties.



A clear goal
ensures focus
and direction...

Bribery and corruption

We have zero tolerance towards direct or indirect bribery or corruption, whether it is carried out by employees, business partners or others.

The following rules must be obeyed:

- never offer, pay or accept a bribe.
- gifts must only be received and handed out in accordance with business ethical guidelines.
- transactions and transfers must be visible and transparent.
- it is forbidden to offer, pay or receive any form of secret commission, discount or similar in order to obtain competitive or personal advantage.
- all incidents of corruption and bribery (or suspicion of such) must be reported to your immediate superior.





At Jansson, there is room for everyone

Jansson respects the international legislation of the United Nations on human rights, and requires that our business partners respect the same principles.

We do not accept child labour or forced labour. We do not tolerate discrimination and violation based on gender, age, nationality, race, skin colour, religion, sexual orientation or similar. Employment related decisions must be based on a relevant and objective foundation.

We expect that everybody across Jansson Gruppen A/S assumes responsibility not to exploit or damage others in accordance with recognised laws and standards.

Through timely diligence, we will make sure that we live up to the international principles and avoid any form of a hostile or insulting working environment at the workplace.

Data protection

At Jansson, all are obliged to treat sensitive data carefully in accordance with GDPR. We must look after our company's assets, equipment or other confidential information, which must be dealt with in accordance with the legislation.

We do not accept that employees hand over sensitive data about the company, employees or partners to persons outside the organisation, unless they are authorised to do so.

We expect that:

- the assets of the company are only used for work related purposes (unless otherwise approved).
- sensitive data are limited as much as possible in order to respect legislation.
- the work is carried out respectfully and carefully.
- sensitive data are handled with discretion.
- public appearance (e.g. on social media) takes place with consideration, respect and loyalty for Jansson.






Cooperation with business partners

It is crucial that Jansson employees act with diligence, proficiency and good behaviour in all our business activities and business relations.

We live from good business relations that enable us to help and comply with our customers' wishes for solutions and services. Therefore, our interactions with partners must be built on honesty, reliable and open dialog.

We must treat business partners with the same respect and recognition as that with which we treat our own colleagues. We expect that all employees strive to enter into or assure a productive cooperation with companies where the cooperation is meaningful for both parties.

It is unacceptable to enter into a cooperation with suppliers or dealers that can damage the interests of the group or relations with a third party. Business partners must comply with business ethical guidelines and must not endanger the reputation or position of Jansson.

A group of people are gathered in a dimly lit room, possibly at a social event or conference. The lighting is low, with some purple and blue hues. In the center, a man with a beard and short hair is smiling broadly, wearing a black t-shirt with the name 'CAVIN' printed on it in yellow. He is surrounded by other people, some of whom are looking towards him. The background is dark, and the overall atmosphere appears to be one of a relaxed, social gathering.

**We want to share
experiences and
grow with the tasks...**

Competitive conditions

The competition within our trade is extremely tough! Since 1897, we have worked with diligence, proficiency and good behaviour to maintain a good competitiveness that is in accordance with competition legislation on open and fair competition.

We are obliged to intervene in case of or suspicions regarding situations that are contrary to the competition policy. We do not accept any form of pricing cooperation, market sharing or other behaviour that may affect competition negatively.

In other words:

- we never make agreements with competitors to determine or fix prices.
- we do not share commercially sensitive information with competitors.
- we never share or distribute markets and customers with competitors.
- we never go against business ethical regulations and we do not let ourselves be lured by competitors who act in such a manner.
- we do not misuse our position in the market.
- we never cooperate with other companies to prevent competition.

Gifts and entertainment

Gifts and entertainment must take place in accordance with valid legislation on corruption and bribery and must be kept at a minimum.

Gifts and entertainment should be of modest value and must in all cases have a legitimate business purpose. Gifts should not be received frequently or at a fixed frequency.

The following gifts and entertainment must always be refused:

- cash.
- personal favours.
- loans.



The earth is calling

The climate and the environment are on the agenda as never before. Today, the big challenge is how we become responsible energy consumers and ensure sustainability in the future.

At Jansson, we are convinced that you can run a sustainable business without nature paying the price. We aim at preventing and minimising the climate forcing in our work and activities by using environment friendly technologies and solutions.

We do not accept a breach of our environment liability that can damage and deteriorate the environment or the climate. We accept that in order to support the environment, we must break old habits and use our creativity. This is not only applicable to the intelligent technologies we install, but also the way in which we handle resources ourselves.

We simply cannot be conscientious if we do not include our use of the resources of the earth.

Conscientious - also in the future

Diligence, proficiency and good behaviour have created the success of Jansson. We adhere to these values.

Now and in future, we will continue to work conscientiously to meet the demands of the customers and the market to our technologies and solutions within the framework of the legislation.

With this Code of Conduct, it is the obligation of all employees at Jansson to live by our business ethics. We will continually work on improvements so we can prevent and minimise potential risks.



JANSSON GRUPPEN A/S

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How can we help you?

