

JIMCO[®]

**UV-C & OZONE
Technology**

ENVIRONMENTALLY FRIENDLY SOLUTIONS...

JIMCO UV-C & Ozone Technology

*CSR model
(Corporate Social Responsibility)*



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About JIMCO A/S

JIMCO A/S has since 1993 developed and produced air cleaning systems and surface disinfection equipment based on the patented UV-C and ozone technology, which secure effective destruction of bio-organic components, made by a unique UV light.

Today deliver the company their products to a large number of industries and institutions worldwide. A customer base that includes fabrics from, the food industry, destruction, fishmeal/oil, protein, commercial kitchen, wastewater, schools, and nursing homes etc.

Shortly, JIMCO A/S handles all types of projects – big as small. JIMCO A/S combines common sense with innovation as a basis for the company's unique products. It is not random that JIMCO A/S delivers air cleaning systems to some of the biggest chains in the world – Including OSI-Group, JBS, 2 Sisters Food Group, GoodLife Foods, McDonalds and many more.

At JIMCO A/S, time never stands still. On the contrary, the company places great emphasis on product development – Often carried out in collaboration with the customer to ensure that the final product fully meets all specific wishes and needs.

JIMCO A/S has authorized installers all over the world, they install and services all systems and units. At the same time, JIMCO A/S is committed to all maintenance and offers individual service agreements.

Mission and Vision

Mission

- To increase awareness of environmentally friendly solutions to speed up their implementation and thus strive to make the world chemical free without compromising on the result.
- We at JIMCO A/S uses the force of nature to recreate an environmentally friendly process for air purification, water purification and surface disinfection, as is used in many different industries.
- We fight VOC's, bacteria, viruses, mold, yeast, food waste, chemicals, fire risks and bad smells through our environmentally friendly solutions, and our customers can achieve far better results by using our products than by using chemicals or incineration.

Vision

- To make our environmentally friendly solution available all over the world for all industries and households.
- Educating people, governments, and authorities about substitution solutions with better, faster, and environmentally friendly results rather than chemicals or incineration.
- To have a chemical free world without compromising on the result.

JIMCO CSR-Policy

Since the beginning of JIMCO A/S in 1993 has the company work to bear the responsibility of running business, and especially a business with environmentally intentions and technologies that JIMCO A/S would like to develop, produce, and show to the world.

The responsibility for running a company that takes into account the environment, social conditions and finances is the cornerstone of JIMCO A/S' working model and is the basic principle we work with every single day.

The following pages after this introduction will include the following topics in order to e.g., environment, quality awareness, working environment etc. goes hand in hand as this is very important for our reputation and thereby our business.





Organization

Organization of the procedures in the company is JIMCO's way of making and implementing decisions to achieving our goals and complying with our own policies. This way of thinking ensures that we can act socially responsibly but is also a prerequisite for being able to live out CSR throughout our company and not just in certain departments or with few people.

Dialogue with the outside world

JIMCO tries both via social media, website, word of mouth, trade fair, participation etc. to promote both the JIMCO-name, but equally important; JIMCO technology and its benefits. We do this first and foremost to have a dialogue about what the customer specifically demands, and which issues the outside world gives them to work from. In addition, it is of course also our way in which we can see how development moves, so that we can constantly deliver products that match the trends of the time.

Risk Management

JIMCO A/S has a big focus on effective internal risk management in relation to preventing and limiting risks and helping to comply with laws, we do this among other things, by:

- Continuously ensure that there is development and follow-up on our goals.
- Systematically look for risks in the life cycle of projects and activities, including among other things risk assessments.
- Determines how we want to prevent the risks from taking place and how to deal with them if they occur.

Willingness to Adapt

JIMCO has a strong focus on being able to live up to its customers' wishes, both in terms of product design, but just as much in terms of adhering to agreed production times. That is why JIMCO also in intensive contact with subcontractors, to constantly make them aware of what could be in the pipeline, so that we do not have to stand and miss important components during other production.

Over the years JIMCO A/S has had an increasing demand from customers who want products from our portfolio, therefore in 2013 JIMCO A/S also made the choice to invest and move to new and larger facilities.

This was done to be as quickly scalable as possible, so that it should not be the fault of the facilities or lack of space that will not be able to reach a delivery date.

Because of that we have today 5 factory halls of 1000 m² each, in addition to this we have an administration department. Currently 3 out of the 5 halls is in use, and the 2 last halls is also ready for use if necessary.

Constant monitoring of subcontractors

For us to continue to deliver high-quality products to our customers, our purchasing department is constantly updated on what is happening in the market. This is both to facilitate the procedures in the production department, as well as to ensure that our customers get the best components on the market, at the best price and best delivery time.

We therefore have a strong focus on our subcontractors being agile, so that we can also be that towards our customers.

At the same time, we do not commit to just one subcontractor, as we do not want to be dependent on their production flow and are therefore free to contact other manufacturers.

Finally, when the component is delivered to JIMCO, everything is checked, so we are sure that the quality is as desired and promised.

Procedure from order to delivery

1. Review of contract to meet customers wishes.
2. Submission of layout drawings so everything is as desired before purchasing is started.
3. Obtaining offers and delivery time from subcontractors
4. Delivery of steel, components, etc. check of quality.
5. Production is started.
6. Dialogue with customer and update about the status of the order.
7. Testing and review of manufactured equipment, including FAT testing, throughput testing, testing of CIP. Review and/or update of drawing materials. Preparation of risk assessments.
8. Proper packaging of the products in environmentally friendly materials.



Working Conditions

At JIMCO A / S, we make sure that the existing working conditions are good and optimal for everyone in the company, both for management, employees, and outside workforce. However, it is just as important for JIMCO A / S that working conditions are in order with both suppliers and their subcontractors.

Many working conditions are determined by legislation in Denmark, and it is these that JIMCO lives up to, or at least has decided on.

Below are described the topics that we specifically relate to in our work with working conditions.

Working Conditions

Holidays, dismissals, working hours and rest periods, etc. is part of working conditions. Here, JIMCO A / S does its part to comply with what is stated in the Danish Industry Agreement (DI).

In all its terms, JIMCO A / S is close to the DI agreement, to ensure that we respect the employees' rights, in relation to e.g. the minimum wage, holidays and public holidays, and that working hours are complied with.

In addition, we do a lot through an internal work environment organization to protect employees in relation to work-related injuries, maternity, disability, and old age.

Terms Of Employment

Regarding to employment conditions, JIMCO A / S will, among other things:

- Avoid free work, short-term employment and other employment relationships that create insecurity.
- Design clear and understandable employment contracts.
- Ensure a clear and comprehensible division of responsibilities and tasks.
- Avoid discrimination in relation to working and employment conditions.
- Encourage the abolition of forced labor and the fight against child labor at our suppliers.
- Free access to a staff handbook, so the employee can always read who to go to in any situation. Just as well as they can read about JIMCO's policies.

Health and Safety

In relation to health and safety, it is a big item on the agenda to work on the well-being of employees in the workplace.

This work is done by JIMCO A / S i.e., by providing:

- Design of the workplace about the physical working environment (ergonomics, light, air, noise, etc.).
- Employee satisfaction surveys.
- Guidelines for managing stress.
- Campaigns against bullying and discrimination.
- Policies, objectives, and goals in the field of working environment, health and safety.
- Implementation of and follow-up of the statutory APV in Denmark.
- In addition, all JIMCO A / S employees have a company-funded health and insurance scheme, in addition to the public sector, for faster help to specialists, hospitals, therapists and other forms of assistance.

APV (workplace assessment)

Precisely the assessment of every workplace at JIMCO A / S is done a lot, as it is mandatory to examine this every 3 year in Denmark.

APV means workplace assessment and is a key tool when it comes to preventing a poor working environment. The purpose of an APV is to find out if there is a risk that employees may become ill, worn out or injured at work.

If / when JIMCO then finds that there is a risk, JIMCO A / S must then find solutions that eliminate this risk.

Development opportunities

To both ensure that the employees of JIMCO feel valued and motivated, but also that JIMCO has the best trained staff to carry out their tasks, JIMCO A / S has introduced that:

- Ensure education and skills development and the opportunity to make a career.
- Hold employee development interviews.
- Offer ongoing training.
- Make plans for competence development of employees.
- Hiring local labor.



Environment

Prevention of pollution, protection of nature, sustainable use of resources and combating climate change are four issues within the environment that JIMCO A / S specifically addresses.

This is especially important for us, as we want our customers to have an environmentally friendly solution and therefore JIMCO A / S is at the forefront when we talk about environmental policy.

Pollution Prevention

To prevent pollution and make ours, for the environment, we focus on the environment on several different parameters.

Many of these parameters are already regulated in accordance with Danish legislation and therefore it is just as much a matter for JIMCO to comply with the Danish standards and laws that have been set. We do this by:

- Prevent and manage pollution and waste properly. All waste is sorted into different buckets for the purpose. Cardboard, plastic, glass, biowaste, small combustibles, etc. are sorted separately. On special products that may be more difficult to dispose of, follow the supplier's disposal instructions for this.
- Constantly optimize the environment. This is both on electric machines, energy-friendly bulbs, water-saving, use of climate-friendly electricity and the like.
 - o This also results in us ensuring, as far as possible, that our raw materials purchased from the subcontractors comply with current regulations.
- Replace non-renewable substances and materials with renewable substances and materials.
- Find and remove problematic chemicals and substances, as well as purchase green and with the right eco-label.

The Danish Model

In general, the Danish model for environmental neutralization is very well organized and therefore it is also JIMCO's intention to at least comply with the applicable rules that have been set up, in order to be as climate-proof as possible.

This results in, among other things, that in Denmark, environmental inspections are carried out on all companies, carried out by the municipalities, to ensure that there is no inappropriate air pollution, noise pollution, light pollution, wastewater and waste.

However, it was decided in 2014 that JIMCO A / S does not need these environmental inspections, as we are described as a non-environmentally damaging machine manufacturer and our emissions are therefore zero or minimal. In addition, we have no sewage and previous sewers are closed, so the only drain we have is from toilet and laundry facilities.

In addition, JIMCO A / S also tells the outside world about the efforts we make, both in the company, but just as much what we do with the end customer and the savings and optimizations the customer will experience with JIMCO A / S 'technology. This is done, among other things, by actively working with all or part of the UN's 17 World Goals for the sustainable development of our work processes and what we give back to the environment.

Over the years, JIMCO A / S has been awarded a large number of prizes for its own developed products and precisely for its environmental efforts - including the EU Environmental Prize, the Funen County Environmental Prize and the Langeland Business Prize.



Good Business Practice

JIMCO does a lot to ensure good business practice, both from JIMCO's own side as well as from the buyer's. Good business practice covers both the way we run our business and the companies we have chosen to work with. This applies to customers, suppliers, as well as associations we are members of.

Below are the topics that JIMCO specifically addresses in its work with good business practice and culminates in our "code and conduct".

Principles

1. LAW & ETHICS

JIMCO A / S undertakes to respect and comply with applicable laws and regulations both in its home country and the countries in which we do business.

2. ANTI-CORRUPTION

JIMCO condemns all forms of corruption and money laundering and all misuse of authority for its own gain.

JIMCO as well as customers, suppliers and subcontractors must never use gifts, benefits or other forms of unauthorized compensation in their dealings with customers, suppliers, authorities or other decision makers to obtain or retain business.

This is done by:

- Create internal guidelines for anti-corruption and implement them.
- Train our employees to avoid corruption and handle grey zones.
- Check that employees are paid properly.

3. WORKING CONDITIONS & WORKING ENVIRONMENT

In any case JIMCO A/S undertakes to:

- Respect the employees' right to organize in an optional trade union and to bargain collectively.
- No employee may be subjected to discrimination or harassment due to age, gender, religion, sexual orientation, disability, political opinion or ethnic origin.
- Work consciously and systematically to create a good working environment, both physically and mentally and socially, to achieve a safe and healthy workplace.

4. ENVIRONMENT

JIMCO strives to prevent and continuously reduce any negative impact that the company's activities may have on the environment. JIMCO strives to conduct its business in an environmentally sustainable manner and comply with the standards set out in laws, regulations, and international conventions.

5. FAIR COMPETITION

JIMCO will always comply with applicable competition laws and will not exchange information or enter into agreements with competitors, customers or suppliers in a manner that risks restricting or distorting competition in the market.

6. CONFIDENTIAL INFORMATION

JIMCO pays special attention to securing confidential information that may not be passed on and complies with applicable rules for the GDPR rules.

This is done actively by:

- Close dialogue with subcontractors to comply with GDPR rules themselves.
- Purchase IT systems that can handle the control and execution of the rules.
- Inform customers, subcontractors and others. about our work on this.

7. QUALITY

At JIMCO, we are committed to ensuring that our projects and services are carried out in a timely manner and in a quality that meets the requirements, expectations and standards of our customers and other stakeholders.

- We do not accept deliberate deviations and deficiencies in relation to the agreed quality in projects and other services.
- We must be able to work with our customers and other external stakeholders to gain an understanding of their quality requirements and expectations.
- We are committed to ensuring accountability in our products and services so that they do not cause damage to life, human safety and health or have a negative impact on the environment.



Consumer Relations

By consumer relations is meant the corporate responsibility that JIMCO A / S has towards the customers who buy or use our goods or services.

Responsible Communication

To have the right consistency for what the customer wants, then JIMCO A/S Will:

- Ensure clear, complete and understandable product information for the customer.
- Adhere to marketing rules and product rules.
- Use contracts written in easy-to-understand language with clear terms.
- Share all relevant information with our customers.

Protection Of The Customer's Health

JIMCO's goods and services are intended to protect the health and safety of consumers. We do this by:

- Remove harmful substances in products.
- Withdraw items that prove to be an unforeseen danger.
- Comply with product specification legislation.
- Ensure good guidance for the use of products or services.

Privacy Protection

JIMCO will respect consumers' right to privacy. This is done by following the GDPR rules and this results in:

- Ensure adequate data protection.
- Do not use personal information for purposes other than those provided to the consumer.

Conscious Consumers

JIMCO tries as far as possible to make customers aware of what products they have bought and what impact these products and services have on society.

We do this by:

- Create clear and comprehensible information about the product and its impact on the environment and health, including handling of the product after use.



Local Community Development

JIMCO tries as far as possible to get involved in the local community we live in and / or work in. Here we work actively with our core competencies in relation to how this can help to strengthen the local community.

Below are the topics that we specifically address in our work with local community development.

Local Community Involvement

JIMCO will help promote collaboration between local businesses and individuals. This is done, among other things, by:

- Join local associations and networking groups.
- Always try, if possible, to find subcontractors in the local area to provide products and services.

Job Creation

JIMCO will, as far as possible, always make sure to advertise a job position in the local environment, in order to help promote economic development in the area. In addition, JIMCO actively does much to employ both trainees, students as well as people in work trials and other people in vulnerable groups to help them with what they can and have the courage to do.

Health

JIMCO tries as far as possible to contribute to public health campaigns and in addition also to support the local activity clubs.



Human Rights

JIMCO will not be passive about human rights issues and will always advocate equal treatment of all people, regardless of their status or background, and will always respect human rights globally and locally, including in the relationship with own employees, suppliers and other companies.

Civil and Political Rights

JIMCO respects civil and political rights. This is done, among other things, by showing respect for:

- Employee choice of trade union.
- Freedom of opinion and expression.
- Privacy of employees as well as suppliers.

Economic, Social and Cultural Rights

JIMCO respects the economic, social, and cultural rights and ensures that we are not involved in activities that hinder or impede access to them.

- Ensure access to education and learning for JIMCO employees, suppliers or in the local community where JIMCO A / S is present.
- Ensure freedom of association and work under fair conditions for our employees.
- Does not prevent employees from accessing health.

Discrimination and Vulnerable Groups

JIMCO makes an active effort not to discriminate against vulnerable groups by:

- Ensure representation of both sexes at management level.
- Ensure equal pay for equal work.
Provide action in case of bullying and discrimination.
- Establish collaboration with the municipality on job training, flex jobs, etc. with a view to possible employment.