

Labour Policy

Carl Ras A/S respects the fundamental rights of our employees (including freelancers, temporary workers, etc.) in all our dealings, including in our value chain and in the areas where we operate.

Respect for labour rights is a fundamental part of our responsibility as a company, and is essential for the sustainable operation of our business.

At Carl Ras A/S, the employees are the key to our success and our strong relationships with our customers. Our work is based on solid values: professionalism, curiosity and collaboration.

Carl Ras A/S respects labour rights as described in the UN's Universal Declaration of Human Rights, the European Convention on Human Rights, the ILO Conventions, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the UN Global Compact.

Our principle is that, where national law and international labour standards differ, we follow the highest standard. Where they conflict, we will comply with national legislation, while seeking ways to respect international labour laws to the greatest extent possible.

Our focus

A safe and healthy workplace

At Carl Ras A/S, the health, safety and well-being of our employees is central to everything we do.

Employees are obliged to continuously identify and reduce the risk of work-related accidents. We work with health and safety management systems, continually improve our processes, and strive to develop a culture with the ambition to avoid accidents altogether.

Privacy protection

We respect data protection legislation. Personal data about employees may only be collected, processed and used for necessary purposes. In addition, relevant regulatory permits must be obtained.

Working hours, salary and benefits

At a minimum, our principle is to always provide a salary that can form the basis for a decent life. Moreover, we will always ensure equal pay for men and women.

Carl Ras A/S follows applicable regulations for salaries, working hours, overtime etc., and always respects the international labour standards, e.g. the ILO conventions.

Freedom of association and collective bargaining

Carl Ras A/S respects employees' right to form, participate in, or not participate in, a trade union, including seeking representation, negotiating or not negotiating collective agreements, according to local legislation and without fear of retaliation, intimidation or harassment. Where employees are represented by legally recognised trade unions, we strive to have constructive dialogues with their elected representatives, and to negotiate in good faith with such representatives.

Discrimination and equal opportunities

We do not tolerate any form of discrimination based on race, colour, gender, language, religion, ethnicity, political or other opinions, caste, national or social origin, property, birthplace, membership of a trade union, sexual orientation, health status, age, disability, or other characteristics.

We offer the same opportunities for our employees, regardless of the above characteristics.

Slavery and forced labour

We do not accept any form of forced labour, including slavery or human trafficking.

Child labour

We do not accept child labour, defined by the International Labour Organisation (ILO) as children under the age of 12 years; children under the age of 15 who are prevented from attending school; children under the age of 18 who undertake dangerous work that could threaten their physical or mental health, or work at night.

We legally comply with all child protection laws regarding e.g. salaries, working conditions, working hours and overtime.

Our commitments

1. We integrate this policy into all our business activities.
2. We inform and train our employees in this policy.
3. We legally comply with all prescribed requirements for employee rights.
4. We use a management system to develop and manage our efforts to respect labour rights, as well as set goals for continuous improvement and sustainable development.
5. We openly provide information about our challenges and successes.
6. We collaborate with our suppliers in our effort to respect labour rights.

We all have a responsibility

At Carl Ras, we all have a responsibility to develop the company in a sustainable manner. It is expected that all employees use common sense in relation to the best interests of the company and the community and that, if in doubt, the employee will liaise with their immediate manager. All employees must act in accordance with applicable laws, regulations and standards in order to be loyal to society and the company.

This policy is an integral part of Carl Ras' strategy, sustainability work, business processes and day-to-day operations.

Management is responsible for the preparation of this policy, as well as the establishment and maintenance of management systems that support the implementation of the policy at Carl Ras. The policy is reviewed once a year by the management group.

This policy is applicable to Carl Ras A/S.

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