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TAJCO Group A/S

RSCI / CSR Policy

12/05/2026

Version 4

Policy written by Sustainability & People & Cultural & Communication & EHS Facility Department

Prepared by: Lunar Lu	Approved by: Erik Laursen / Henrik Buur Nielsen / Christian Oberlechner / Doulgas Tang	Issued Dep: BPO & RM & Sustainability Department	page
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1. Introduction

TAJCO is committed to complying with the requirements of the RSCI (Responsible Supply Chain Initiative) and the RBA (Responsible Business Alliance) Code of Conduct across all business activities and supply chain management, and to actively fulfilling corporate social responsibility.

This policy specifically addresses five priority areas required:

1. Labor and human rights
2. EHS (Environment, Health and Safety)
3. Ethics
4. Management system
5. Supplier responsibility

1.1 Scope of the policy

This Group RSCI Policy applies to all employees, contractors, suppliers, and partners of TAJCO Group across all locations, including:

- TAJCO Manufacturing Co. Ltd. (China)
- TAJCO Group A/S (Denmark)
- TAJCO Germany GmbH (Germany)
- TAJCO North America INC (United States)
- TAJCO Slovakia s.r.o. (Slovakia)
- TAJCO Mexico S.A.B. de C.V (Mexico)

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2. Commitments

2.1 Labor and Human Rights

- **Employee Rights:** The observance of internationally recognised human rights forms the basis of all business relations.
- **Freely Chosen Employment:** No forced, bonded, indentured, or involuntary labour is used, as well as the legitimate rights and interests of employees.
- **Prohibition of Child Labor:** Strictly adhere to minimum employment age laws, child labour is not used.
- **Compensation and Benefits:** The compensation and benefits paid correspond at the very least to the legally valid and guaranteed minimum. Where legal or collective bargaining agreements do not exist, compensation and benefits are based on industry-specific collective agreements that ensure an appropriate standard of living for the employee.
- **Non-Discrimination:** Employees must be protected against any form of harassment and discrimination in any form, including but not limited to gender, sex, age, religion, disability and political beliefs. As a rule, employees are chosen and employed based on their qualifications and capabilities.
- **Freedom of Association:** Employees have the right to associate freely and join labour unions and works councils in accordance with local laws.

2.2 EHS (Environment, Health and Safety)

- **Compliance:** Comply with all national environmental laws, regulations, and customer environmental requirements.
- **Pollution Protection:** Promote cleaner production to reduce or eliminate pollutant generation and emissions.
- **Resource Conservation:** Conserve energy and water resources, reduce greenhouse gas emissions, and promote waste reduction and recycling.
- **Hazardous Materials Management:** Strictly control hazardous chemicals, ensuring compliant use and disposal.
- **Occupational Health and Safety:** Provide a safe and healthy work environment, taking effective measures to prevent occupational injuries and illnesses.
- **Emergency Preparedness:** Establish emergency response procedures, conduct regular fire drills, and ensure emergency exits are unobstructed.
- **Employee Communication:** Provide training and communication channels to inform employees about workplace health and safety information.

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2.3 Ethics

- **Compliance and Ethics:** Conduct business with integrity and respect, comply with all applicable laws, rules and regulations in the jurisdictions within which we operate.
- **Integrity in Business:** Oppose all forms of bribery, corruption, kickbacks, and improper benefits.
- **Information Disclosure & Non-Disclosure:** Disclose information related to company operations truthfully, accurately, and completely. Before any sensitive information is shared, a contract is made in which the parties agree not to disclose any confidential and proprietary information covered by the agreement.
- **Intellectual Property:** Respect and protect intellectual property; do not use patents, copyrights, trademarks, or trade secrets without authorization.
- **Fair Business:** Conduct advertising, competition, and commercial transactions fairly and in good faith.
- **Whistleblower Protection:** Establish and maintain an effective reporting mechanism; protect the identity of good-faith whistleblowers and strictly prohibit any form of retaliation.

2.4 Management Systems

- **Policy and Commitment:** This policy is approved by top management and ensures it is understood and implemented throughout the company.
- **Management Accountability:** Clearly designate managers for coordinating and implementing this policy.
- **Risk Assessment:** Conduct regular risk assessments to identify compliance risks and improvement opportunities related to RSCI / RBA requirements.
- **Training and Communication:** This policy is made accessible to all employees, to ensure they are aware of their roles and responsibilities.
- **Audit and Improvement:** Conduct regular internal audits and management review to continuously improve the effectiveness of the management system.

2.5 Supplier responsibility

We commit to communicating the requirements of this policy to our suppliers, encouraging and supporting them to:

- Adhere to standards equivalent to the RSCI / RBA Code of Conduct.
- Allow us to reasonably assess their compliance.
- Take corrective and preventive actions for non-conformities with our support.

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We prioritize suppliers who commit to fulfilling social responsibility and aim to establish long-term, mutually trusting partnerships with them.

3. Whistleblowing & Incident Reporting

- Anonymous reporting channels available via secure web platform, hotline, or written submission. If you have knowledge about disorder or irregularities in TAJCO, you can either send an email to the law firm JunHe.
 - Using the following email address: [Tajco Ningbo WB@junhe.com](mailto:Tajco_Ningbo_WB@junhe.com)
 - Or visit [Whistleblower | TAJCO](#).
- No retaliation against whistleblowers. No one may retaliate against any whistleblower who may violate laws and regulations, this policy, or questions ongoing or proposed business practices, or is involved in an investigation.
- All reports will be acknowledged, investigated, and resolved within defined timelines.

4. Communication and Training

- The policy is communicated to all employees, to ensure they are aware of their roles and responsibilities.
- Posters, internal newsletters, and management briefings reinforce expectations.

5. Policy Review and Continuous Improvement

- This policy is reviewed annually or after:
 - Regulatory changes
 - Significant business expansion
 - A compliance incident
- Stakeholder feedback and audit findings will inform updates.
- Continuous improvement methods include benchmarking, incident analysis, and corrective actions.

6. Acknowledgements

This RSCI Policy has been thoroughly reviewed and approved by:

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1. 简介

特艾科致力于在所有业务活动和供应链管理中遵守 RSCI（Responsible Supply Chain Initiative）和 RBA（Responsible Business Alliance）行为准则的要求，并积极履行企业社会责任。

该政策具体涉及以下五个优先领域：

1. 劳工和人权
2. EHS (环境，健康，安全)
3. 商业道德
4. 管理体系
5. 供应商责任

1.1 政策范围

本集团 RSCI 政策适用于 TAJCO 集团所有地区的所有员工、承包商、供应商和合作伙伴，包括：

- TAJCO Manufacturing Co. Ltd. (中国)
- TAJCO Group A/S (丹麦)
- TAJCO Germany GmbH (德国)
- TAJCO North America INC (美国)
- TAJCO Slovakia s.r.o. (斯洛伐克)
- TAJCO Mexico S.A.B. de C.V (墨西哥)

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2. 承诺

2.1 劳工和人权

- **员工权利：**国际公认人权是所有商业关系的基础。
- **自由择业：**不使用强迫、抵押、契约或非自愿劳工，保障员工的合法权益。
- **禁止使用童工：**禁止使用童工。不得使用当地劳动法规定的未适龄劳动。
- **薪酬与福利：**薪酬与福利支付具备法律效力并且保证最低工资。在没有法律或集体谈判合同的地方，薪酬和福利依据行业性集体合同，确保员工享有适当的生活水平。
- **无歧视：**保护员工免受任何形式的骚扰和歧视，包括但不限于：性别、生理性别、年龄、宗教信仰、残疾和政治面貌。
- **结社自由：**尊重员工依法组建、加入工会以及集体谈判的权利。

2.2 EHS (环境、健康、安全)

- **合规运营：**遵守国家所有适用的环境法律法规和客户环保要求。
- **污染预防：**推行清洁生产，减少或消除污染物的产生与排放。
- **资源节约：**节约能源、水资源，减少温室气体排放，推行废弃物减量与回收利用。
- **有害物质管理：**对危险化学品等进行严格管控，确保合规使用与处置。
- **职业健康和安全：**提供安全、健康的工作环境，采取有效措施预防职业伤害和疾病。
- **应急准备：**建立应急响应程序，定期进行消防演练，确保紧急出口畅通。
- **员工沟通：**向员工提供工作场所安全健康信息的培训与沟通渠道。

2.3 商业道德

- **合规与道德规范：**崇尚诚实和尊重的商业行为，遵守工作地所有适用的法律法规。
- **廉洁经营：**反对任何形式的贿赂、腐败、回扣和不当利益输送。
- **信息公开和保密：**真实、准确、完整地披露与公司运营相关的信息。在任何敏感信息被分享之前，签订合同并且相关各方同意不得泄露协议中的任何保密和专有信息。
- **知识产权：**尊重和保护知识产权，未经授权不使用他人专利、版权、商标或商业秘密。
- **公平交易：**秉持公平、诚信的原则进行广告、竞争和商业交易。
- **举报人保护：**建立并维护有效的举报机制，对善意举报人的身份予以保密，严禁任何形式的打击报复。

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2.4 管理体系

- **方针与承诺:** 由最高管理层批准本方针，并确保其在全公司范围内得到理解和执行。
- **管理层问责:** 明确指定协调和执行本政策的管理人员。
- **风险评估:** 定期开展风险评估，识别与 RSCI / RBA 要求相关的合规风险与改进机会。
- **培训与沟通:** 所有员工都可以了解这一政策，以确保理解各自的角色和责任。
- **审计与改进:** 定期开展内部审核和管理评审，持续改进管理体系的有效性。

2.5 供应商责任

我们承诺将本政策的要求传达给供应商，鼓励和支持他们：

- 遵守等同于 RSCI / RBA 行为准则的标准。
- 允许我们合理评估其合规性。
- 在我们的支持下对不符合项采取纠正和预防措施。

我们优先考虑承诺履行社会责任的供应商，并致力于与他们建立长期、相互信任的合作伙伴关系。

3. 举报和事件报告

- 可通过安全的网络平台、热线或书面提交匿名举报渠道。如果您了解 TAJCO 的混乱或违规行为，您可以向君合律师事务所发送电子邮件
 - 邮件地址：Taico_Ningbo_WB@junhe.com
 - 或者访问链接：[Whistleblower | TAJCO](#).
- 不对举报人进行报复。任何人不得对可能违反法律法规、本政策、质疑正在进行或拟议中的商业行为、或参与调查的举报人进行报复。
- 所有报告将在规定的时间内得到确认、调查和解决。

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4. 沟通和培训

- 将政策传达给所有员工，确保他们意识到自己的角色和责任。
- 海报、内部通讯和管理简报加强宣传。

5. 政策评审和持续改进

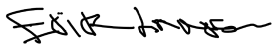
- 本政策每年或在以下情况之后进行审查：
 - 法律法规变更
 - 重大业务扩张
 - 合规性事件
- 利益相关者反馈和审计结果将为更新提供信息。
- 持续改进方法包括标杆管理、事件分析和纠正措施。

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6. 致谢

本RSCI政策已经过以下人员的全面审查和批准：

- **Approved By: Erik Laursen, CEO**
- **Date of Approval:**




- **Approved By: Henrik Buur Nielsen, CFO**
- **Date of Approval: 21-05-26**



- **Approved By: Christian Oberlechner, Group Vice President Engineering, Procurement, Quality and Sustainability**
- **Date of Approval:**



- **Approved By: Douglas Tang, Group Vice President Plant Operations and Supply Chain**
- **Date of Approval: 2026/05/21**

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Document Change history					
Version	Date	Change contents	Change reasons	Replace	Editor
1	2009/3/30	Common for Tajco Group	New	09/10/2006DK and 18/01/2007CN	Rolf Ebbesen
2	2010/4/14	Updated with CSR issues	CSR issue	1	Rolf Ebbesen
3	20211/8/20	Updated ISO and TS standards	ISO and TS requirement	2	Rolf Ebbesen
4	2026/5/12	1.Changed the document name from "CSR_policy_tajco" to "RSCI / CSR policy" 2.Updated the content into more detailed areas and added chapter for - Whistleblowing & Incident Reporting - Communication and Training - Policy Review and Continuous Improvement	To meet RSCI and RBA code of conduct	3	Lunar Lu

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