



ESG policies

# Our policies

Our “Policies on Danfoss Business Conduct” ensure that our efforts are systematic, supported by documented procedures, and governed by strong accountability and responsibility for action.

## **Policies on Danfoss’ Business Conduct**

provide the link between our aspiration, our Core & Clear strategy and how we conduct business at Danfoss and serve as internal guidance and as information to external stakeholders.

The policies are supported by several internal procedures (in Danfoss called standard) and guidelines detailing the content. These documents are controlled through our Policy Management System to ensure that business policies, standards and processes are aligned, available and deployed; to ensure clear roles and responsibilities, and to ensure regular reviews and continual improvements.

The document includes:

## **Environment, Health and Safety Policy**

We provide a safe and healthy workplace, prevent negative impacts of work, prevent pollution, and manage resources efficiently. We protect the health and safety of our employees and other stakeholders and minimize the environmental impact of our activities.

## **Health & Wellbeing Policy**

We promote wellbeing through health initiatives, maintain motivated employees, and reduce absence. We care about the health and wellbeing of our employees to ensure a strong workforce and high-performing teams.

## **People Policy**

We work together to exceed customer expectations and achieve excellent performance. We continue to learn and value expertise, curiosity, and ambition. We trust people and give them freedom to act, providing an environment where people are treated fairly.

## **Quality Policy**

We support customers in achieving their business goals through committed leadership and highly skilled, competent staff. We drive effective and aligned processes and prevent failures while being recognized for excellence in quality.

## **Human Rights Policy**

We respect human rights and ensure proper working conditions. We comply with the UN Guiding Principles on Business and Human Rights, monitor our impact on human rights, and mitigate where relevant.

## **Ethics and Compliance Policy**

We are a trustworthy and reliable business driving profitable growth in a decent, ethical manner. We apply high standards and act with due diligence to address ethical dilemmas. We educate our employees to act as responsible ambassadors, respecting other people and cultures.

## **Sustainability Policy**

We participate in the UN Global Compact, support the Sustainable Development Goals and engage with stakeholders to promote sustainable development, implementing decisions and actions with dignity and fairness. Sustainability is a fundamental element of our business conduct.

## **Product Compliance Policy**

We drive our compliance program with defined roles and responsibilities, continually monitoring requirements from customers and regulators to make safe and sustainable products that proactively meet compliance obligations to customers and regulators.

## **Risk Management Policy**

We manage risks and opportunities effectively to ensure that we remain a sustainable business. We maintain efficient risk management as a prerequisite for running our business and act rapidly and flexibly when conditions change. We identify, assess, treat, and monitor risks at all managerial levels.

## **Information Security Policy**

We protect our information and assets against deliberate and accidental threats by applying security-by-design and security-by-default when developing our products and services. We operate controls to ensure the confidentiality, integrity, and availability of our information and assets.

## **Communication and Reputation Policy**

We conduct open and honest communication with all our stakeholders to retain, expand and defend Danfoss’ reputation as a trustworthy and responsible company. We communicate clearly and transparently with all stakeholders, showing authenticity and thought leadership. More information about our policies and management practices can be found on our webpage.



Further information available  
on Danfoss' website: [www.danfoss.com](http://www.danfoss.com)

Date of publication: **March 1, 2023**

Contact address:

**Danfoss A/S**

Nordborgvej 81

6430 Nordborg

Denmark

Tel.: +45 7488 2222

CVR no. 20165715 (registration number  
with the Danish Business Authority)

Email: [danfoss@danfoss.com](mailto:danfoss@danfoss.com)