



Corporate Social Responsibility (CSR)

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Serman & Tipsmark is a socially responsible business. We care for the environment and continually try to reduce our environmental impact and encourage partners to do the same. We act responsibly, for example by reducing chemical waste and optimising our production chain. We condemn bribery and all other forms of corruption. Additionally, we have a Code of

Conduct which you can find on our website. Our Code of Conduct addresses our stance on business ethics.

Our CSR policy is based on our desire to continually improve the social environment surrounding our company. Our CSR initiatives are based on the UN's 17 Sustainable Development Goals.

UN's 17 Sustainable Development Goals

The UN's Sustainable Development Goals are 17 concrete goals that aim to eradicate poverty and famine, reduce inequality, and create a sustainable future. Of the 17 goals, Serman & Tipsmark have chosen to focus on the following four:

3. Good health and well-being Workplace environment



We want Serman & Tipsmark to be synonymous with a good and safe place to work in. That is why we constantly endeavour to optimise the workplace and create a better and safer working environment for our employees and partners. We have implemented a "Zero-accident-policy" and our continuous goal is to prevent work-related accidents from happening. To achieve this goal, we regularly evaluate work processes and take the necessary precautions in terms of implementing equipment upgrades, updating safety instructions, and using physiotherapists to help relieve our employees from potential physical injuries.

Discrimination of any kind is not tolerated at Serman & Tipsmark. We advocate equality, diversity and inclusion, and we believe that greater goals can be achieved through inclusion and listening to what everyone has to say.

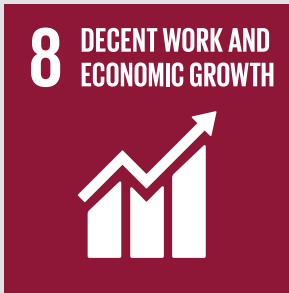
We offer competitive employee benefits and excellent opportunities for employees to evolve personally and professionally. We advocate the freedom to form and join a union, and to bargain collectively. Furthermore, we encourage our employees to take ownership of their work tasks. As a company, we will take measures that enable our employees to progress their careers and professional development.

4. Quality education



At Serman & Tipsmark, we value education highly. Therefore, we offer internships, apprenticeships, and employ student workers. We also work with groups of students from Aalborg University, helping them to complete semester projects or bachelor projects. Furthermore, we fund courses and seminars for our employees to help them to further develop their professional careers because we believe that quality education benefits the whole company.

8. Decent work and economic growth
Business ethics



We consider transparency between us and our business partners crucial for establishing and maintaining successful partnerships. We expect our partners to have total intolerance towards corruption, child labour and any form of forced labour. We value integrity highly in all our business activities and will not tolerate any form of corruption, such as bribery or black-mail. We advocate fair competition, which means that none of our business partners may take part in any form of corruption.

12. Responsible consumption and production
Climate actions



Climate change is one of the greatest challenges of our time and at Serman & Tipsmark, we want to combat climate change and help reduce as much as possible the impact that our industry has on the environment. We are actively engaged in reducing our own and our business partners' carbon footprints by providing better solutions with our products and improving the use of resources in our production chain. We are very aware of the chemicals we use in production and how they affect the environment, from point of extraction to their use and disposal. We ensure that all chemicals that we use comply with current legislation. Finally, we dispose of all waste in an environmentally responsible way, which means our waste is sorted correctly and recycled with the least environmental impact possible.





SUSTAINABLE DEVELOPMENT GOALS



Hydraulics worldwide

Serman & Tipsmark is a specialist supplier of hydraulic solutions. We design, develop, produce and deliver customised hydraulic system solutions for the Industry, Offshore/Marine, Mobile and Energy sectors.

- Components
- Service
- Hydraulic systems
- Test systems

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