



Policy for the respect of human rights

Forced labor

Prodan takes exception to all forms of forced labor. Prodan does not use any forms of coercion, threats or disciplinary means with the aim of forcing people to work. Prodan does not cooperate with other companies using forced labor or withholding identification papers or wages from employees with the aim of forcing employees to work. We also dissociate ourselves from debt slavery or transport of people with the aim of forcing them to work.

All Prodan's employees are free to leave the workplace without being detained.

The Danish authorities verify that companies comply with Danish legislation. Employees, who believe that their rights are being violated, have access to justice. If the company violates the rules, those responsible may be punished by fine or imprisonment.

Child labor

Prodan complies with the Danish rules on child labor. Any employee under 18 years meets the statutory requirements, including safety and maximum working hours. Prodan ensure that all employees are 13 years or older and that employees under 18 years do not perform hazardous work or work at night. All the company's apprentices are over 15 years old and works as part of their training.

Prodan is aware of and respects the prohibition of child labor, as expressed in the Act on health and safety, Legislative Decree no. 268 of 18 March 2005 and in the Notice of youth work no. 239 of 6 April 2005.

The Danish authorities verify that companies comply with Danish legislation. Employees, who believe that their rights are being violated, have access to justice. If the company violates the rules, those responsible may be punished by fine or imprisonment.

Psychological working

Prodan complies with Danish legislation, which among other things means that the company must prevent risk of physical or psychological abuse such as violence, threats of violence, other threatening behavior, verbal abuse and harassment.

Prodan ensure that there is minimal risk of physical or mental health deterioration from the work.

We carry out an assessment of the physical, ergonomic and psychosocial conditions in the work environment which in short or long term may have effect on the physical or mental health. The assessment is made for all parts of the work and helps to ensure that work is done in a safe and healthy manner.

Monotonous work involving a risk of physical or mental health in the short or long term is avoided or reduced.

The rate of working is so that it does not endanger the physical or mental deterioration of health in the short or long term.



The work does not cause any risk of physical or psychological deterioration of health as a result of bullying, including sexual harassment.

Prodan is aware of and respects the rules on mental health, as expressed in the Danish legislation in the Act on health and safety, Legislative Decree no. 268 of 18 March 2005. The Danish legislation is in accordance with EU Directive 89/391 / EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers.

The Danish authorities check that companies comply with the Danish health and safety regulations. Employees, who believe that their rights are being violated, have access to justice. If the company violates safety regulations, those responsible may be punished by fine or imprisonment.

Discrimination

Prodan complies with Danish legislation on discrimination. This means, among other things, that the company does not discriminate against its employees based on sex, race, color, religion or belief, political opinion, sexual orientation, age, disability or national, social or ethnic origin.

Prodan ensure that no discrimination in hiring, dismissal, transfer, promotion, wage fixing, determination of working conditions or competency. All decisions regarding hiring, promotion, dismissal, pay and other working conditions are based on relevant and objective criteria.

Prodan is aware of and respects the prohibition of discrimination, as expressed in the Act on prohibition against discriminatory treatment, Legislative Degree no. 1349 of 16 December 2008 and the Act on equal treatment of men and women in employment and maternity leave, Legislative Decree no. 734 of 28 June 2006.

The Danish authorities verify that companies comply with Danish legislation. Employees, who believe that their rights are being violated, have access to justice. Employees who believe they have suffered discrimination can also have their complaint processed by the Equal Treatment Board. If the company violates the rules, those responsible may be punished by fine or imprisonment, and the employee may be granted compensation.

Randers, 08.10.2020
Prodans management