Code of Conduct

Mantex deliver real time analysis of organic materials used in industrial processes. Our solutions help industries use their raw materials in the most efficient way and help the world's resources go further, improve end products, whilst reducing waste, pollution. Employees and suppliers employees are our most important assets and under control for good working environment.

Mantex's Code of Conduct (including Sustainability Policy) clarifies how the company shall act as a business partner, employer and as a part of society. The Code and the Policy cover both the individual responsibilities of employees and the company's responsibilities in its own business and at Mantex's partners, as well as in respect of employees and society.

An ethical approach and a sustainable enterprise Starting point

Mantex is a company characterized by ethics and good business morals. This applies both to how Mantex acts as a company and to how Mantex acts as co-owner of its subsidiaries.

An ethical approach includes environmental, social and business aspects of the company's operations and is crucial to the company's credibility among its stakeholders. Good ethics also covers the management of all the resources in the business: economic resources, natural resources and human resources.

Mantex's basic view is that sustainability, growth and profitability are entirely compatible with each other. In Mantex's field of operations these three factors are in fact inter-dependent.

Mantex also considers transparency, integrity and honesty in the dialog with its stakeholders to be part of an ethical approach. A high degree of professionalism in its daily work is also part of good business morals.

Investment aspects

Mantex's mission and development principles mean that the company will contribute to sustainable development by investing in projects that have a sustainability dimension. Climate issues in particular are driving the manufacturing industry in this direction. In view of this, it is only natural for sustainability aspects to form an important part of the analysis carried out ahead of any investment decision. Opportunities and risks are always thoroughly analyzed, with the project's sustainability potential being weighed up in relation to its growth potential and prospects of profitability.

Business ethics

Mantex's employees abide by the laws, agreements and provisions applicable to business relations and always act in an ethically correct way. Mantex also requires its sales partners, suppliers and other business partners to act accordingly.

Restrictions on competition

Effective and fair competition on equal terms is crucial to a functioning market economy. The products and solutions that Mantex helps to develop must provide added value on market terms.

The company will not participate in unfair, incorrect or misleading comparisons, or in agreements or arrangements that distort competition.

Fraud

Legal action will be taken in respect of any kind of law-breaking that concerns Mantex's business.

Bribery and corruption

Mantex adopts a zero tolerance approach to any kind of corrupt practices. No employee shall give or receive benefits that may be regarded as inappropriate and thus illegal. This includes any benefits that could influence decisions or result in other impermissible advantage in the performance of Mantex's business. Examples of such prohibited benefits might include gifts, leisure travel, entertainment or various kinds of services.

Mantex's employees are encouraged to show great restraint in the matter of accepting gifts or other offers. They shall also be judicious in their own entertainment of others. If there is the slightest doubt, the employee shall raise the matter and obtain approval in advance from his or her line manager.

Conflicts of interest

Conflict of interest refers to cases in which employees may have loyalties outside the company that could have a negative impact on business operations. These include, for example, their own investments or business commitments outside the company, the use of insider information or confidential information for personal gain or favouring related parties.

Mantex's employees are expected to be vigilant and transparent regarding such potential conflicts of interest, so that these can be avoided.

Mantex shall also require that it´s partners will not have any other relationship with Mantex employees, representatives, agent or otherwise outside of the agreed business relation between Mantex and its partners.

Social responsibility

Mantex shall be familiar with the relevant applicable laws and agreements in the labour market, with legislation on discrimination, legislation on public enterprises and legislation concerning business relations, and – in accordance with state guidelines – shall comply with these in all situations. Naturally this applies both to its own business and to the portfolio companies.

OHS (occupational, health and safety) practises in daily business is essential for us and partners to prevent accidents and injuries.

Mantex supports the universal guidelines that exist on human rights, child labor, labor practices, consideration for the environment and fighting corruption. Where the company have international business relations, for example with subcontractors, Mantex expects these to be conducted in accordance with the OECD Guidelines for Multinational Enterprises and the ten principles of the UN Global Compact.

The company shall be a good citizen and employer and shall endeavor to maintain a continuous dialog with the rest of society – particularly in the places and with the people that are close to Mantex.

The company does not support any political parties or other political organizations, either directly or indirectly.

Employees

The company's responsibilities

Mantex's relations with its employees shall be based on mutual respect. In order to attract competent employees Mantex must offer good working conditions, fair pay and relevant professional development.

No kind of discrimination will be tolerated within Mantex.

Information on employees shall be treated with respect for the privacy of individuals and in accordance with applicable legislation on personal data protection.

Responsibilities of employees

All employees shall ensure that confidential information – whether it concerns Mantex or other external parties – remains confidential.

It is each employee's responsibility to seek the advice required in order to be aware of applicable laws, current practice and agreements that are relevant to his or her duties and position.

All employees shall protect Mantex's assets and intellectual property.

Alcohol and drug abuse have no place within Mantex.

Quality

Mantex choices are based on customer satisfaction, continuous improvement, innovation, and growth. Our aim is to be in line in a responsible manner and with the principles of sustainable development and always deliver maximum quality and service to our customers and end users.

The Management endeavors to introduce and implement a Quality “culture” with clear and specific support from the management, throughout the company’s organization.

We encourage customer to be proactive so that products and service can be developed in accordance with client´s requirements. We also promote research and development together with innovation of products and processes. Our goal is to optimize our processes to maximize efficiency in a way that ensures protection of the environment.

We make sure the company invest in relevant competence and knowledge of staff, by appropriate training and awareness initiatives, together with continuous improvement of the working environment and staff´s well-being at all levels of the organization.

We encourage internal communication at all levels of the company and ensure suitable tools for the purpose.

Environment

Mantex will contribute to sustainability becoming a living, strategic issue in the work of the company. Similarly, Mantex's work will focus on achieving profitability. Good profitability in a company is often the most effective way of actively investing in R&D and environmental innovations.

Mantex will actively pursue sustainability work throughout the value chain, from purchasing to delivered product.

Mantex will continually improve the environment management system to achieve a better environmental performance.

Mantex expect its business partners to establish policies and goals for its sustainability work where applicable.

Mantex's own environmental impact is primarily due to office premises, energy consumption, purchasing, manufacturing, office equipment, consumables and business travel.

All Mantex's employees are responsible for respecting environmental aspects in their daily work. This applies, for example, in respect of energy consumption and recycling.

Laws and agreements

Mantex complies with relevant laws and agreements for its production and assure strict controls on the entire manufacturing chain up to distribution of the finished products to guarantee safety staff and end users.

Follow up on code of conduct

For Mantex It is essential that code of conduct is followed. Follow up on code of conduct is implemented in business through internal audit, management review and partner follow up.

When not following the code of conduct an improvement program will be initiated.