

CSR

Our Responsibility

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“We want to be the preferred partner in the wind industry and we constantly work at optimizing the way “*We Make Wind Competitive.*”

Jesper Andersen, CEO

Company Information

General Information

- › Founded in 1969 in Rødskærsbro, Denmark
- › Supplier of advanced control automation, mainly to the wind industry
- › +45,000 control systems installed worldwide
- › 7 International locations
- › 220 employees

- › Balance (EUR1000) 23,891
- › Net Capital (EUR1000) 15,778
- › EBIT (EUR1000) 11,372
- › Ownership 30/70 (Private/Axcel)
- › Dun & Bradstreet rating AAA

We Make Wind Competitive

‘We Make Wind Competitive’ is a promise to our customers and to the wind industry. Our focus is to develop solutions and services that combined, will help us solve some of the challenges we face in the wind industry.

Working with a high level of integrity on a global scale is of the highest importance to us. We are continuously improving our business in order to meet customer and market expectations and we incorporate our core values in everything we do.

Company Values

Engage Yourself

- › Be Passionate about your Work
- › Lift and Inspire your Colleagues
- › Put in the Extra Effort
- › Take the Lead
- › Be a Team Player

Learn & Share

- › Optimize Work Flows
- › Document and Share
- › Create Synergies
- › Learn from your Mistakes
- › Create New Successes

Think Quality

- › Do not Compromise on Quality
- › Innovate and Improve
- › Reflect and Wonder
- › Prioritize your Time
- › Demonstrate Common Sense

Be Proactive

- › Show Initiative
- › Plan Ahead
- › Think Win/Win
- › Take Responsibility
- › See Possibilities

Company Information



+45,000
Control Systems installed worldwide



220 employees in **7**
International locations:

- › Rødskærsbro, Denmark
- › Lviv, Ukraine
- › Ningbo, Shanghai & Beijing, China
- › Chennai, India
- › Chicago, US



Background

- › Founded in **1969** by Holger Andersen
- › Supplier of advanced **Control Automation** mainly to the wind industry

Ownership:

30% private
70% Axcel



+16,000 m²
Total Production Area



Great people and great systems yield great results. It is one of the key drivers to our success and continued development.

Our Responsibilities

Stakeholders

At Mita-Teknik we are aware of our responsibility towards all of our stakeholders, including our employees, customers, suppliers and other business partners. As a commitment to our social responsibility we have joined the UN Global Compact.

UN Global Compact

Mita-Teknik A/S has signed the UN Global Compact and our CSR strategy is aligned with the ten principles within Human Rights, Labor, Environment and Anti-Corruption.

As a UN Global Compact participant, we incorporate these principles in our culture, our business strategy, and our operations, and report on our progress annually.

We expect our key business partners to apply similar principles.

Human Rights

We support and respect the protection of internationally proclaimed human rights, and we ensure that we are not complicit in any human rights abuses.

Labor Rights

We support the elimination of all forms of forced and compulsory labor and we support the effective abolition of child labor. Also, we support the elimination of discrimination respect of employment and occupation.

Health & Safety

We provide a safe and healthy working environment, and we continuously work to minimize work risks and prevent accidents and injuries.

Environment

We support a precautionary approach to environmental challenges and we undertake initiatives to promote greater environmental responsibility. Also, we encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

We work against corruption in all its forms, including extortion and bribery.

Our Suppliers

We expect our suppliers to comply with all applicable laws and we expect that they conduct their business responsibly, with integrity and honesty, and to apply business principles, aligned with or similar to the UN Global Compact.



The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption. Learn more at www.unglobalcompact.org

Our Responsibilities

Our Employees

Our workforce is characterized as high performing, highly skilled and highly diverse. We support equal opportunities to all, and we employ people of all gender and ages with different educational backgrounds, different nationalities and different religions.

We provide a competitive salary package, a safe and comfortable working environment, openly communicated career paths and well established performance and development evaluation tools.

We believe that training and development create greater commitment and dedication with our employees, which is why we offer courses in Franklin Covey's "7 Habits of Highly Effective People", a tool to help our employees to improve their personal and professional effectiveness for better results.

Our Customers

Helping Customers Succeed

We are dedicated to helping our customers succeed. With a wide range of different services and initiatives we provide a professional customer partnering program where we take our customer's needs into consideration before, during and after a sale. We also provide several training packages.

Quality Policy

It is the Quality Policy of Mita-Teknik to continuously optimize the experience of our customers. We aim to meet our customers' expectations and requirements by building our solutions on Know-How and Experience and working with a high level of integrity.

Think Quality

Quality is, and has always been a key factor in Mita-Teknik and Think Quality is one of our core values. As a proof of our dedication to quality, our Quality Management System has been certified by renowned certification body TÜV NORD according to the ISO 9001:2008 Standard.

On a regular basis we survey our customers in order to understand their most important needs and requirements better, and measure how well we are performing in meeting those needs. These surveys form an important basis for internal improvement action plans and Suggestions for Improvement from our customers.

We also monitor that all NCR's (Non Conformance Reports) are processed and acted upon, with corrective and preventive actions.

Our Community

In Mita-Teknik we believe in supporting our local community and we have for many years supported local sports clubs in Rødkærsbro. We also give yearly donations to several international organizations, including: Several Children's foundations, Red Cross, WWF, The Danish Cancer Society and Lions Clubs.

The future of the wind industry depends on making wind competitive and that is why we have made it our mission.

