

Privacy, personal data (GDPR), work, environmental and ethical policy

Privacy

All company data or company data stored by Denacode will not be disclosed to other companies. All Denacode employees have an NDA agreement that prohibits information dissemination. Normally there are no subcontractors, but all data management / programming is done by our own personnel regarding apps and cloud services for all our products. Exceptions are special solutions that usually run internally with our customers.

Personal data

Denacode complies with all laws relating to personal data under GDPR and other recommendations from the Data Inspectorate. Licensee is responsible for all processing of personal data in accordance with the Personal Data Act and Denacode undertakes to treat only contracted personal data in accordance with the agreement and instructions of the licensee.

Working environment

Health and Safety - The working environment should maintain a level that complies with international guidelines.

Employees shall be informed of any health risks that the work may cause. All employees must have access to and use relevant protective equipment.

Environment

Environment - the company strives to reduce both its energy and resource consumption as well as its waste and emissions to land, atmosphere and water.

Chemicals must be handled in a safe and safe manner for man and nature.

Ethics

Denacode respects basic social requirements in our business. Products delivered must be manufactured under conditions that are compatible with:

- ILO Eight Nuclear Conventions Nos 29, 87, 98, 100, 105, 111, 138 and 182
- UN Convention on the Rights of the Child, Article 32, occupational health and safety legislation applicable in the country of production, labor law, including minimum wage legislation and social security protection in the country of manufacture.
- Human rights are respected in accordance with the UN definition.
- We comply with the laws of the countries in which we operate and always represent a minimum level of employee terms. If national legislation sets higher demands than ILO Conventions, or the UN Declaration of Human Rights, these should always take precedence.
- Salary - to be paid directly to the employee at the agreed time and in full. The national statutory minimum wage is the lowest accepted wage level. The weekly working time may not exceed the legal limit and overtime should be paid.
- Proper conduct - all meetings with other companies (licensors, competitors and purchasing sites) and persons should always be done with proper conduct, with great respect and consideration.

Equality

- The company must guarantee all equal rights and opportunities regardless of gender, age, ethnic origin, sexual orientation and background.