

Scancon Encoders, Company Policies

ISO 9001

Quality Policy

SCANCON Encoders puts the customer first. By delivery of quality products, we will increase customer satisfaction, ensure long-term and profitable growth and create development and renewal.

Our quality policy is characterized by the following:

- **Focus on the customer** – We start with our customers' expectations to us. We know, that our company is determined by the customer's experience of our quality.
- **Apparent management** – Through efficient prioritizing, communication, instructions, supervision and involvement of our employees, we create a workplace where we are observant of each individual employee's needs, whereas we achieve an efficient and professional workplace where there is room for personal and professional development
- **Sturdy management system** – We focus on the coherence and efficiency of our processes. By continuously monitoring the processes, analyzing errors and deviations, and looking at opportunities, we improve our company's efficiency and ensure that requirements - including legal requirements - for processes and products are complied with.
- **Professional products** – During the development of product we focus on present and future needs and requirements of the customer so that requirements on the certification areas ISO 9001, 14001, 45001, ATEX/IECEX Scheme as well as other relevant legal and regulatory requirements and requirements from stakeholders are complied with.

ISO 14001

Environmental Policy

At SCANCON we bring the environment into focus and the imprint we, as a company, have on the environment. By setting a policy for the environment with associated environmental goals, we ensure a structured and goal-oriented work effort in the area

Our environmental policies are distinguished/characterized by following:

- **Reduction of load** – We know which of our processes and products that can have an influence on the environment, and we are continuously attempting to reduce the environmental impact by:
 - Substitute where it is possible
 - Handle environmentally hazardous waste in accordance with regulations
 - Ensure, that we during product of new products focus on using less hazardous products without the quality being compromised
- **Improvement and development** – We focus on developing our system so that the result of our efforts on the environmental side is strengthened, and we ensure achievement of our goals

- **Compliance** – We comply with relevant legal requirements and other binding obligations and there by ensure the control of the environmental hazardous processes and products.
- **Sturdy management system** - We focus on the coherence and efficiency pf our processes. By continuously monitoring the processes, analyze errors and deviance, also by looking at opportunities we improve our company’s efficiency and ensure, that requirements – including legal requirements – for processes and products are complied with.

ISO 45001

Occupational Health and Safety Policy

SCANCON Encoders has chosen to be certified on occupational health and safety, which means, that we work purposefully and structured with our work environment. Therefor we have provided both goals and policies for the occupational health and safety effort.

Our work environment policy is distinguished / characterized by following:

- **Job satisfaction** – We focus on the employees’ well-being and by a healthy and efficient workplace is conditional on the employees' mental and physical well-being, which is why we focus on both professional and human development where possible.
- **Risk assessment** – We take a look at the company's most significant risks and try to handle, reduce or eliminate risks where possible, so that our employees work in a safe and sound manner in terms of health.
- **Employee involvement** – We want to improve our work processes and processes by including our employees' experiences and observed risks and opportunities, among other things by securing resources and disseminating the general knowledge of AMO's work.
- **Strong management system** – We focus on the coherence and efficiency of our processes. By continuously monitoring the processes, analyzing errors and deviations, and looking at opportunities, we improve our company's efficiency and ensure that requirements - including legal requirements - for processes and products are complied with.