



HUMAN RIGHTS POLICY

PRINCIPLES

Our company guiding principles include doing the right thing for our customers, our people, our industry and our communities. Central to this is our respect for human rights and our commitment to respect the principles set by the United Nations (UN) Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labor Organisation's Declaration on Fundamental Principles and Rights at Work.

We also recognise our responsibilities in accordance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Responsible Business Conduct. We do not tolerate human rights abuses of any kind and commit to prevent all forms of modern slavery within our operations and supply chains.

We acknowledge our responsibility with our customers, employees and communities to avoid or address any negative human impacts linked to our activities or products.

We have a fundamental requirement for our companies and suppliers to comply with national laws.

COMMITMENTS

We implement a comprehensive Human Rights Due Diligence (HRDD) process covering our own operations and our supply chain. We have a process to identify and assess risks to human rights that we may either cause directly, contribute to or be linked to. The scope includes our own employees, workers in our supply chain and related communities. We strive to prevent and mitigate risks in our own operations and supply chains.

We adopt, implement and update policies and processes to avoid or address any adverse impacts we identify. We have specific internal policies in place on Grievance, Whistleblowing, Bullying & Harassment, Equality & Diversity, and Modern Slavery & Hidden Labour Exploitation.

We commit to responsible recruitment practices and the 'Employer Pays Principle' in our own operations and supply chains, and to protect vulnerable people from any abusive restrictions of their rights.

We are committed to building awareness on human rights with our employees and suppliers. We ensure access to grievance mechanisms and encourage anyone to speak up without retribution or any fear of reprisal. We commit to take seriously any allegations from any source, respect anonymity and protect victims. We will provide effective remedy wherever impacts are found.

We collaborate and partner with customers, suppliers, industry peers, academics, governments and non-governmental organisations to address systemic issues and develop solutions. Participation in collaborative initiatives allows for our managers to develop expertise and implement due diligence processes in Human Resources and Supply Chain management, including responsible recruitment practices and innovative worker voice mechanisms.

We expect suppliers to adhere to the same principles and commitments. This is detailed in our Ethical & Responsible Sourcing policy and communicated to our suppliers via our Supplier Guiding Principles, and verified by questionnaires, visits and audits.

Our Director of Sustainability is responsible for implementing our HRDD process, and we commit to reporting on our activities and progress in our annual Modern Slavery Statement.

A handwritten signature in black ink, appearing to read 'Lasse B. Hansen'.

Lasse B. Hansen, CEO

30th April, 2025