

Company policy of

## Human Rights

### **The purpose of the policy**

Tusass' policy for human rights aims to ensure that Tusass complies with international rules concerning human rights, and to ensure that all Tusass employees are aware of the responsibilities of the corporation.

### **Policy addressees**

*To whom does the policy apply?* All employees of Tusass.

*Where does the policy apply?* In Tusass.

*Exceptions, further refinements, or definitions.*

### **Description of policy (guiding principles, responsibilities, and duties)**

With a membership in The United Nations Global Compact, Tusass A/S has acknowledged the support of the ten principles, one of which is the human rights principle as described in the UN Charter of Human Rights and the conventions of The International Labour Organisation (ILO).

Tusass is aware of the responsibilities incurred upon the corporation to avoid causing or contributing to negative effects on human rights.

Tusass meets this by producing, or having produced:

- Code of Conduct
- Supplier Code of Conduct
- Whistleblower Scheme
- Policy for Abusive Behavior
- Policy for Diversity

Beyond this scope, we are continuously obligated to work for human rights throughout our value chain. In this way, we support a positive approach to human rights through our business (the corporation). This goes for us, our suppliers, and the society of which we are a part.

*Exceptions, further refinements, or definitions*

It is the responsibility of every manager that employees are encouraged to see possible improvements of human rights throughout our value chain, and that relevant and necessary initiatives are highlighted as well as ensuring briefings on advances and maintenance of these areas.

### **Consequences/sanctions of violation**

A formal consequence will be a remark in the Annual Report or in the CSR report. Further consequences will depend on the unique situation in which human rights are violated.

**Regulatory framework**

Annual Reports Law § 99a and The UN Global Compact Principles.

**Revision responsible department**

HR, Payroll & CSR

**Approvals**

Approved by management 01-26-22