

## Human Rights Policy

### Overview

This policy outlines how Penneo observes, and respects globally recognised human rights.

### Purpose

The purpose of this policy is to ensure that Penneo acts as a responsible employer who respects human rights in all aspects of its business conduct.

### Scope

The Human Rights Policy applies to all employees, all managers, all functions and all units in Penneo. Furthermore, it extends to the company's value chain, including suppliers and customers.

### Principles

- At Penneo, we are committed to respecting human rights, and we work to prevent any kind of modern slavery or child labour in our business.
- Penneo acknowledges and complies with the requirements of The Universal Declaration of Human Rights and ensures that no part of the company is complicit with any human rights abuses.
- We treat all employees and business partners with dignity and respect.
- We respect the rights of our employees to associate freely and engage in collective bargaining through unions.
- The safety and well-being of our employees are paramount to us, and we regard the continual development of our employees' competences and their social, mental, and physical well-being and safety to be of high importance.
- In all aspects, Penneo respects and acknowledges cultural differences and disassociates itself from all discrimination based on gender, race, religion, age, nationality, or sexual orientation.
- Penneo expects that suppliers do not engage in any way in violation of human rights.



## Goals / Monitoring and Control

This Policy has been approved by Penneo's Board of Directors and adherence to the principles will be monitored at regular intervals. The Executive Management is responsible for establishing policies, processes and procedures to ensure compliance with this Policy, and reporting structures are put in place to verify compliance.

This policy is reviewed and approved annually by the Board of Directors and is published on the company website to align expectations with the outside world.

# PENNEO

Underskrifterne i dette dokument er juridisk bindende. Dokumentet er underskrevet via Penneo™ sikker digital underskrift. Underskrivernes identiteter er blevet registreret, og informationerne er listet herunder.

“Med min underskrift bekræfter jeg indholdet og alle datoer i dette dokument.”

## Morten Kenneth Elk

### Board member

På vegne af: Himself

Serienummer: 1fed8956-230c-4130-8596-f75c49f49767

IP: 62.243.xxx.xxx

2024-01-22 13:59:54 UTC



## Christian Sagild

### Chairman of the Board

På vegne af: Himself

Serienummer: bebc882b-3a73-476e-b660-71e905366de9

IP: 77.241.xxx.xxx

2024-01-22 14:33:36 UTC



## Jakob Neua Nørgaard

### Board member

På vegne af: Himself

Serienummer: 1301c38b-b064-4a4c-b850-91cebef7fcbd

IP: 77.68.xxx.xxx

2024-01-22 15:20:15 UTC



## Steffen Peter Anker Heegaard

### Board member

På vegne af: Himself

Serienummer: 7c2f54c0-0b2b-49cc-afcd-f92e5f0f047f

IP: 80.160.xxx.xxx

2024-01-22 16:30:54 UTC



## Rikke Birgitte Skov

### Board member

På vegne af: Herself

Serienummer: 11d88d21-59cc-4c5e-af2c-a16743e6da36

IP: 82.192.xxx.xxx

2024-01-24 15:00:47 UTC



Penneo dokumentnøgle: EWBEF-85T1Z-WEIGW-IITFK-Y12TW-K6GMZ

Dette dokument er underskrevet digitalt via **Penneo.com**. Signeringsbeviserne i dokumentet er sikret og valideret ved anvendelse af den matematiske hashværdi af det originale dokument. Dokumentet er låst for ændringer og tidsstempelt med et certifikat fra en betroet tredjepart. Alle kryptografiske signeringsbeviser er indlejret i denne PDF, i tilfælde af de skal anvendes til validering i fremtiden.

#### Sådan kan du sikre, at dokumentet er originalt

Dette dokument er beskyttet med et Adobe CDS certifikat. Når du åbner dokumentet

i Adobe Reader, kan du se, at dokumentet er certificeret af **Penneo e-signature service <penneo@penneo.com>**. Dette er din garanti for, at indholdet af dokumentet er uændret.

Du har mulighed for at efterprøve de kryptografiske signeringsbeviser indlejret i dokumentet ved at anvende Penneos validator på følgende websted: **https://penneo.com/validator**