

## **CSR Policy for Brdr. Plagborg A/S**

### **1. Introduction**

At Brdr. Plagborg A/S, we are committed to taking responsibility for the society we are part of. Therefore, we have developed this CSR policy (Corporate Social Responsibility), through which we commit to conducting our business in an ethical, socially responsible, and sustainable manner.

This CSR policy is based on the principles of the UN Global Compact Initiative concerning human rights, labor rights, the environment, and anti-corruption.

The purpose of the CSR Policy is to highlight how Brdr. Plagborg A/S addresses its corporate social responsibility and strives to create a positive impact in the areas we influence.

### **2. Ethics and human rights**

At Brdr. Plagborg A/S, we strive to uphold the highest ethical standards in all our business activities. This includes,

- that we naturally comply with all applicable laws and regulations,
- that we act with integrity, responsibility, and consideration in all business matters,
- that we support and respect the protection of internationally declared human rights, and
- that we ensure that we do not contribute to the violation of any human rights.

### **3. Employee relations**

At Brdr. Plagborg A/S, it is critically important that all our employees are ensured proper conditions, treated with respect and dignity, and thrive in their work. This includes,

- that all employees are ensured wages and working conditions that at least correspond to what is stipulated by collective agreements in the market for similar work,
- that the management at all levels respects employees' freedom of association and the right to collective bargaining,
- that on all management levels, responsibility is taken to ensure that discrimination of any kind does not occur anywhere in the company,
- that we maintain a safe, healthy, and inclusive work environment for all our employees,
- that we actively promote equality and diversity at all employee and management levels,
- that all employees are given opportunities for professional development and personal growth,

- that on all management levels, we work actively to ensure the company's board-approved ambition to be one of the best workplaces in the industry in terms of well-being and job satisfaction,
- that employee well-being and job satisfaction are continuously evaluated through annual well-being surveys, regular department meetings, and individual one-on-one conversations with all employees, and
- that the management actively follows up on the conclusions of the evaluations, including initiating well-being action plans and/or other employee-targeted measures as necessary.

#### **4. Environmental responsibility**

At Brdr. Plagborg A/S, we recognize our responsibility for the environment. We are therefore committed to minimizing our environmental footprint as much as possible. Specifically, this means

- that we will implement sustainable practices in our business operations, including reducing waste, conserving energy, and optimizing resources,
- that we keep ourselves informed about developments in best practices in the environmental field and continuously implement new initiatives that can further reduce our environmental footprint,
- that we will support and invest in environmentally friendly initiatives and technologies,
- that we work actively to fulfill the company's board-approved ambition to be one of the most sustainable companies in the industry,
- that we encourage our business partners to also stay updated on developments in best practices in the environmental field and continuously implement new positive initiatives that can help minimize the environmental footprint of the entire supply chain.

#### **5. Anti-corruption**

At Brdr. Plagborg A/S, we have a zero-tolerance policy towards any form of corruption, and we therefore aim to contribute to the elimination of any form of corruption in our supply chain. This means,

- that we do not establish business relationships with companies that have been convicted of corruption,
- that we do not establish business relationships with companies led by individuals who have been convicted of corruption in any form (bribery, embezzlement, fraud, extortion, etc.), or where such individuals have a direct or indirect controlling influence on the company.

## 6. Suppliers and partnerships

At Brdr. Plagborg A/S, we expect our suppliers and partners to share our values and consistently act in an ethical, socially responsible, and sustainable manner. This entails,

- that in connection with our general business terms, we have developed a "Supplier Code of Conduct" which our suppliers and partners must agree to and fulfill as a condition for (continued) cooperation,
- that we maintain an ongoing dialogue with our suppliers and partners to ensure continued agreement on the value base, so they consistently act in an ethical, socially responsible, and sustainable manner.

## 7. Monitoring and reporting

The daily management at Brdr. Plagborg A/S is responsible for continuously monitoring and evaluating the company's CSR initiatives and ensuring that the company adheres to its policies and objectives.

To ensure maximum transparency about the company's work with ethical business conduct, social responsibility, and sustainability, it is our ambition to document the company's CSR activities and the results thereof as much as possible.

Management is responsible for ensuring compliance with any mandatory documentation and reporting requirements.

## 8. Disclosure and Revision

The CSR policy is publicly available on the company's website [www.plagborg.dk](http://www.plagborg.dk) in this Danish version and can be requested in English by contacting the company. The CSR policy must always be available on the website in its most recently revised version, as stated below.

To ensure the continuous relevance and effectiveness of the CSR policy, the daily management at Brdr. Plagborg A/S is responsible for regularly reviewing the policy, including when specific incidents or circumstances may warrant it.

Regardless of whether specific incidents arise, the daily management at Brdr. Plagborg A/S is responsible for revisiting the CSR policy at least every six months to assess whether changes in the company, market, or society warrant revisions.

## 9. Contact

For questions regarding this CSR Policy, please contact us at the email address [plagborg@plagborg.dk](mailto:plagborg@plagborg.dk) and write "CSR" in the subject line or call (+45) 75 85 16 66.

## **10. Approval**

This CSR Policy has been approved by the company's board and executive management.