

# Human Rights Policy

Carl Ras A/S respects basic human rights in all our dealings, including in our value chain and in the areas that we operate.

Respect for human rights is a fundamental part of our responsibility as a company, and is essential for the sustainable operation of our business.

We have determined that, within our own operations, the greatest risk of adversely affecting human rights is in relation to the labour rights of our employees.

Carl Ras A/S respects human rights as described in the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, etc.

We follow the principle in which, where national law and international human rights standards differ, we follow the highest standard. Where they conflict, we will comply with national legislation, while seeking ways to respect international human rights to the greatest extent possible.

## Our focus

1. The most important area of human rights within our own operations is the labour rights of our staff, and we therefore especially focus on this area, which is regulated in our Labour Policy.
2. We respect the human rights of our customers and consumers. This includes respecting the right to privacy, e.g. protecting customer and consumer information. We avoid discriminating against customers and consumers, and ensure that our marketing and communication is done with respect towards everyone. We focus particularly on product safety, so that there is no negative impact on the health and safety of our customers and consumers.
3. We work actively within our value chain – including with our suppliers – to prevent and remedy any lack of respect for human rights.
4. We continuously endeavour to identify any actual, or potential, negative impacts we may have on human rights.

## Our commitments

1. We incorporate this policy into all aspects of our business .
2. We inform and train our employees in this policy.
3. Wherever possible, we help our customers to respect human rights.
4. We legally comply with all prescribed legal human rights requirements.
5. We use a management system to develop and manage our efforts to respect human rights, as well as set goals for continuous improvement and sustainable development.
6. We openly provide information about our challenges and successes.
7. We collaborate with our suppliers in our effort to respect human rights.

## **We all have a responsibility**

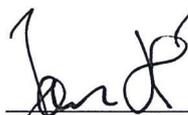
At Carl Ras, we all have a responsibility to develop the company in a sustainable manner. There is an expectation that all employees use common sense in relation to the best interests of the company and society and that, if in doubt, the employee will liaise with their immediate manager. All employees must act in accordance with the applicable laws, regulations and standards, in order to be loyal to society and the company.

This policy is an integral part of Carl Ras' strategy, sustainability work, business processes, and day-to-day operations.

Management is responsible for the preparation of this policy, as well as for the establishment and maintenance of management systems that support the implementation of the policy at Carl Ras. This policy is reviewed once a year by the management group.

This policy is applicable to Carl Ras A/S.

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