



DANTHERMGROUP

LABOUR POLICY

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Introduction and purpose

At Dantherm Group (hereafter Dantherm), we are dedicated to creating a workplace where every employee feels safe, valued, respected, and empowered to do their best work. Our commitment to doing things right goes beyond our products and services. It encompasses the well-being and inclusivity of our workforce. In line with this vision, we have developed a comprehensive Labour Policy that emphasizes and prioritises occupational safety and health (OSH) and embraces diversity, equity, and inclusion (DEI) principles.

Dantherm recognises the responsibility that comes with our role as an international company and employer. We are determined to ensure and continuously improve our impact on OSH and DEI.

Implementing significant OSH and DEI principles not only strengthens our brand reputation, but also builds greater trust with our stakeholders, including, but not limited to, shareholders, customers, consumers, and employees. By prioritising OSH and DEI measures and principles, we reduce risks and ensure a work culture where everyone can thrive.

The purpose of this policy is to align Dantherm's operations with international, regional and national regulations, standards and legal requirements promoting occupational health, safety, well-being, diversity, equity, and inclusion. These include, but are not limited to, the International Labour Organisation's (ILO) Occupational Safety and Health Convention, OECD's Guidelines for Multinational Enterprises on Responsible Business Conduct, UN Global Compact and UN Guiding Principles on Business and Human Rights, especially concerning equal opportunities, diversity and inclusion.

If there are any contradictions between local laws and international standards, Dantherm follows the one with the highest requirements.

The policy sets our ways of working and the principles, actions and targets we apply to manage OSH and DEI, strengthening our company culture, minimising risks and optimising opportunities affecting our company.

Scope

With our work we impact many people and need streamlined procedures to take good care of all our employees. The scope of this Labour Policy covers all sites, brands, and companies and is implemented across all parts of Dantherm, including the management, employees, and contract workers, such as consultants, freelancers, and seasonal workers.

In addition to this policy, there are country specific appendices which specify local additions and circumstances to ensure compliance. Other associated policies are Dantherm Group Code of Conduct and Dantherm Group ESG Policy.

Definitions*Occupational safety and health*

Occupational safety and health (OSH) focuses on the health, safety, and welfare of the employees. At Dantherm, we work from the notion that OSH is about ensuring that all employees experience the highest level of physical, mental and social well-being by promoting and maintaining good working practices.

Diversity

Diversity is about the representation of a mix of people with different perspectives and backgrounds including, but not limited to, gender, gender identity, age, sexual orientation, disability, race, religion, cultural background, educational level, and work experience.

Equity

Equity is more than ensuring that everyone is treated the same way. Equity involves the fair allocation of resources and opportunities based on individual circumstances and needs, to ensure that all individuals have access to the support required to achieve their full potential, irrespective of their backgrounds, identities, or circumstances. Equity is also about promoting and striving to guarantee that every employee has equal opportunities and experience fair treatment in terms of employment access, career development, advancement, and pay.

Inclusion

Inclusion is the active involvement and valuing of diverse perspectives, ensuring all voices are heard and respected in decision-making processes. It fosters a sense of belonging and recognition for everyone's individual identities, skills, and experiences within the workplace.

Dantherm's principles and promises*Occupational safety and health*

At Dantherm we commit to ensure a safe and healthy environment in each of our operation countries by providing external or internal health organisation as required by local law.

The target will always be to have zero accidents. We continuously monitor the number of health and/or safety incidents and the number of health and/or safety incidents with absenteeism. In the rare and unfortunate moment when an accident occurs, we have clear procedures of incident

reporting and analysis, and we take countermeasures to prevent the same accident from happening again. Furthermore, we have procedures of emergency planning and response across all our sites.

To minimise the risk of any incidents, we do safety walks at our locations where we make sure that everything complies with our safety measures, and we quickly introduce countermeasures against anything that could possibly lead to an accident. If an incident leads to absenteeism, we have clear procedures, adjusted to the individual needs, to help the employee back to work.

Diversity

At Dantherm, we value a diverse workforce. We are committed to increase the share of the underrepresented gender across the Group. Our target for 2030 is to increase the share of the underrepresented gender to min. 35%. Our target for 2030 is to further increase the share of the underrepresented gender of our management, employees with employee responsibility, to 30%.

We are currently working on defining actions to achieve the goals.

In addition, we are also committed to ensure diversity across age groups and continuously measure the share of age groups; under 35, 35-50, and above 50. Our target is to keep the division with 33% in each group.

Recruitment

When recruiting new employees, we hire the best candidate based only on their qualifications. All qualified candidates are taken into account and treated equally. We do not discriminate, e.g., on the basis of gender, gender identity, age, sexual orientation, disability, race, religion, or cultural background. We always try to attract the most diverse group as possible.

To attract new talents, a talent programme is under development. The target is to ensure a more diverse group of talented candidates.

Equity and inclusive workforce

Dantherm commits to create a fair and inclusive work environment. Some of our employees work on non-regular terms. Their tasks are adjusted to the individual circumstances and needs, including, but not limited to, adjustment of working hours, protective environment, specific tasks, and assistive devices.

At Dantherm, we do not accept any types of discrimination or harassment of employees. Any reported incident of harassment or discrimination is taken seriously. The employees can both contact their direct manager or another senior manager. If they prefer to stay anonymous, they can use the

Dantherm whistleblowing system which is handled by a third party. Dantherm monitors and follows up on any discrimination incidents. Dantherm's ambition is always to have zero discrimination incidents and a workplace where our employees feel welcome and acknowledged. We strive to ensure this by, e.g., training our leaders in how to create and foster a positive and inclusive working environment. To make sure that our employees are satisfied with Dantherm as a workplace we regularly conduct employee satisfaction surveys and performance reviews, and we carefully follow up on the results of the surveys and reviews with a sharp focus on areas of improvement. Furthermore, we include the views and opinions of our employees in our strategy and business model development process through ongoing dialogue and collaboration.

Training and development

At Dantherm, we believe in the continuous development of our employees and upgrading their skills. We make sure that all relevant employees receive necessary training aimed at their specific job function. The training includes, but is not limited to, health and safety, first aid, leadership, compliance, language course, IT, and responsible supply chain management. All our blue-collar employees receive the mandatory operational trainings, e.g., within health and safety and first aid. We don't have a specific training target for our white-collar employees, but we ensure that everyone receives relevant training to maintain the right level of competence.

Monitoring and evaluation

Everyone across Dantherm is obliged to follow this policy. We monitor and evaluate our performance on OSH and DEI annually to ensure compliance with our committed principles and targets. At each site we have specific procedures in place to collect the needed data and ensure high quality. We regularly follow up on any development that does not align with our goals and implement appropriate measures to improve and mitigate any potential negative impact on our workforce.

Training and awareness

To secure awareness, compliance and continuous improvement of our Labour Policy, relevant employees receive online training.

The Labour Policy is publicly available on our website.

Dantherm Group, October 15, 2024.