



Human rights policy

The Algol Group applies a Code of Business Conduct, which sets forth the basic ethical principles for the operations of all entities and all employees within the group. We adhere to the UN Declaration of Human Rights, which include inter alia freedom of opinion and religion, equality and the prohibition of discrimination throughout our whole value chain.

At Algol Group we are committed to the following principles, which define our Human rights policy:

- We respect the rights and dignity of all people.
- We do not tolerate any behaviour, which violates human rights. No form of harassment is tolerated.
- We are transparent on our impacts to human rights and expect our partners to do the same.
- We comply with all laws and regulations to ensure fair and safe employment.
- We require that the working contracts are written according to the applicable legal regulations. These contracts must be available to the employee. The workers must have the right to terminate their contract if so desired. They also have the right to leave their workplace after their shift has ended. All terms must be explained in a language and manner the worker understands.
- We apply appropriate measures and controls to ensure that all workers in our supply chain have the right to be free from modern slavery, servitude and forced labour. This means that all forms of bonded and indebted labour, such as having workers' pay their recruitment fees, are against our principles. It is also prohibited for the employers to withhold the workers' personal documents, such as passports, without the permission of the employee who must maintain the access and right to take back the documents at any time.

- We respect the distinct rights of children. The operations within our supply chain shall not have adverse impacts on children's right to education, development and health. The work conditions for young workers must be adhering to all applicable laws and regulations as well as aim to be just and favourable.
- We actively look for ways to minimise the risk of human rights violations by raising awareness among our employees as well as our partners through communication, guidance and audits. Our aim is that by the end of 2025 all our employees (100 %) have performed the training in our eLearning system.
- We provide a channel for reporting any observed human right violations. Our employees are expected to report their observations or doubts to their direct supervisors, Algol Group Sustainability manager and/or via the anonymous Whistleblowing channel. We have set a target of 0 cases concerning any kind of discrimination within our working environment.

The Human right policy is evaluated by Algol Group Sustainability Manager on a yearly basis.

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Alexander Bargum
CEO of the Algol Group