

Kjærulf Pedersen a/s Corporate Social Responsibility Policy



**Kjærulf
Pedersen a/s**

Corporate Social Responsibility Policy

At Kjærulf Pedersen a/s, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures with which we work.

In alignment with our Statement on Business Conduct*, Kjærulf Pedersen a/s will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with Kjærulf Pedersen a/s stakeholders' best interests. Kjærulf Pedersen a/s is committed to being recognized as a leader in the field of Corporate Social Responsibility and recognizes that in doing so, we will add significant value for our shareholders.

This Policy applies to activities undertaken by or on behalf of Kjærulf Pedersen a/s and its controlled subsidiaries anywhere in the world.

All Kjærulf Pedersen a/s employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. Kjærulf Pedersen a/s leaders will act as role models by incorporating those considerations into decision-making in all business activities. Kjærulf Pedersen a/s's leaders will ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our businesses.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

Kjærulf Pedersen a/s is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems.

Kjærulf Pedersen a/s will conduct its business in an open, honest, and ethical manner.

Kjærulf Pedersen a/s recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

Kjærulf Pedersen a/s will advise our partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.

Kjærulf Pedersen a/s is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.

Environment Health & Safety

Kjærulf Pedersen a/s is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public. Kjærulf Pedersen a/s will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement.

Kjærulf Pedersen a/s is committed to environmental protection and stewardship.

Kjærulf Pedersen a/s recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making.

All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

Stakeholder Relations

Kjærulf Pedersen a/s will engage stakeholders clearly, honestly, and respectfully.

Kjærulf Pedersen a/s is committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, and employees, indigenous peoples, governments, regulators, and landowners, among others.

Employee Relations

Kjærulf Pedersen a/s will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.

Kjærulf Pedersen a/s will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate.

Kjærulf Pedersen a/s is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

Human Rights

Kjærulf Pedersen a/s recognizes that governments have the primary responsibility to promote and protect human rights. Kjærulf Pedersen a/s will work with governments and agencies to support and respect human rights within our sphere of influence.

Kjærulf Pedersen a/s will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Kjærulf Pedersen a/s will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

Community Investment

Kjærulf Pedersen a/s stresses collaborative, consultative, and partnership approaches in our community investment programs.

Kjærulf Pedersen a/s will integrate Community Investment considerations into decision-making and business practices, and will assist in local capacity building to develop mutually beneficial relationships with communities.

Kjærulf Pedersen a/s will contribute to our host communities' quality of life by supporting innovative programs in health, education, social services and the environment, as well as cultural and civic projects.

Kjærulf Pedersen a/s will strive to provide employment and economic opportunities in the communities where we operate.

*Annual sign-off of the Statement on Business Conduct is a condition of employment at Kjærulf Pedersen a/s. Policies supporting the CSR Policy referenced therein are:

- EH&S policies
- Indigenous peoples policy
- Community Investment Guidelines
- Privacy policy
- Climate Policy