

Human Rights Policy

Overview

This policy outlines how Penneo observes, and respects globally recognised human rights.

Purpose

The purpose of this policy is to ensure that Penneo acts as responsible employer who respects human rights in all aspects of its business conduct.

Scope

The Human Rights Policy applies to all employees, all managers, all functions and all units in

Penneo (Penneo A/S and all subsidiaries). Furthermore, it extends to the company's value chain, including suppliers and customers.

Principles

- At Penneo, we are committed to respecting human rights, and we work to prevent any kind of modern slavery or child labour in our business.
- Penneo acknowledges and complies with the requirements of The Universal Declaration of Human Rights and ensures that no part of the company is complicit with any human rights abuses.



- We treat all employees and business partners with dignity and respect.
- We respect the rights of our employees to associate freely and engage in collective bargaining through unions.
- The safety and well-being of our employees are paramount to us, and we regard the continual development of our employees' competences and their social, mental, and physical well-being and safety to be of high importance.
- In all aspects, Penneo respects and acknowledges cultural differences and disassociates itself from all discrimination based on gender, race, religion, age, nationality, or sexual orientation.
- Penneo expects that suppliers do not engage in any way in violation of human rights.

Monitoring and control

This Policy has been approved by Penneo's board of directors and adherence to the principles will be monitored at regular intervals. The Executive Management is responsible for establishing policies, processes and procedures to ensure compliance with this Policy, and reporting structures are put in place to verify compliance.

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Rikke Birgitte Skov

Board member

Serienummer: 11d88d21-59cc-4c5e-af2c-a16743e6da36

IP: 82.192.xxx.xxx

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Morten Kenneth Elk

Board member

Serienummer: 1fed8956-230c-4130-8596-f75c49f49767

IP: 83.93.xxx.xxx

2022-09-16 07:59:05 UTC



Steffen Peter Anker Heegaard

Board member

Serienummer: PID:9208-2002-2-970136713128

IP: 2.107.xxx.xxx

2022-09-16 13:46:16 UTC



Christian Sagild

Chairman of the Board

Serienummer: PID:9208-2002-2-500891760405

IP: 188.177.xxx.xxx

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