

## Group policy on respect for human rights

It is embedded in Aarsleff's culture to take responsibility for our employees, our business and the surrounding community.

We want to create a diverse and inclusive culture, where our employees have equal rights and can work safely and thrive. We want to create value through development, transformation and innovation to achieve our sustainability goals and contribute to the green transition of the building and construction industry.

We also expect that our collaboration partners take social responsibility and help promote responsible and sustainable business behaviour. Collaboration partners should be understood in a broad sense and include all collaboration partners such as joint venture partners, suppliers, subcontractors, consultants and rental companies.

### Our obligations

We are committed to respecting internationally recognised human rights. If we operate in countries where national legislation does not comply with international standards, we use the highest standards when possible.

We will continuously assess potential and current negative impacts on human rights, and we will actively work to prevent, correct or stop the negative impacts that we may cause or contribute to or be directly connected to.

### Basis of our policy

Human rights include as a minimum the rights expressed in The International Bill of Fundamental Rights<sup>1</sup> and the ILO Declaration on Fundamental Principles and Rights at Work<sup>2</sup>. In addition, we use the United Nations Guiding Principles on Business and Human Rights<sup>3</sup> and the OECD's Guidelines for Multinational Enterprises on Responsible Business Conduct<sup>4</sup>.

The obligations strengthen our efforts to create a safe and healthy working environment without discrimination or harassment, an environment with room for diversity and without any kind of differential treatment. We do not accept any kind of child labour or forced labour, and we respect our employees' freedom of association and right to collective bargaining.

### Expectations for our employees and collaboration partners

We expect that our employees and collaboration partners respect the internationally recognised human rights, and that they take responsibility and take action if they identify potential or current negative impacts on human rights as described in the above-mentioned UN guiding principles and OECD guidelines.

Our Group policy on respect for human rights applies to collaboration with all companies in the Aarsleff Group as well as the operating units where Aarsleff has the operational control. Collaboration partners should be understood in a broad sense and include all collaboration partners such as joint venture partners, suppliers, subcontractors, consultants and rental companies. The policy also applies to all employees, including employees on short-time contracts and part-time contracts.

We want to ensure that all employees and collaboration partners are informed about our policy on respect for human rights and that they are motivated for acting in accordance with the policy. The policy will also be reflected in our

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<sup>1</sup> The International Bill of Human Rights

<sup>2</sup> ILO Declaration on Fundamental Principles and Rights at Work

<sup>3</sup> United Nations Guiding Principles on Business and Human Rights

<sup>4</sup> OECD Guidelines for Multinational Enterprises on Responsible Business Conduct



operational policies and procedures, e.g. in our management systems and our employee development, to ensure integration in the entire Aarsleff Group.

Where relevant, we expect that our collaboration partners implement at least the same principles as described in this policy. Expectations for our collaboration partners are also described in our ethical code of conduct for the Aarsleff Group's collaboration partners.

#### **Openness, transparency and right to complaint**

The Aarsleff Group has an open corporate culture where everybody can freely express themselves and report concerns about irregularities or illegal activities concerning the Group's employees, management or collaboration partners. As a responsible company, we find it important that any breaches of policies and legislation come to light, and we have implemented a whistleblower system which can also be used in case of human rights violation. Read more and find a link to the whistleblower system on [www.aarsleff.com/csr](http://www.aarsleff.com/csr).

#### **Communication, reporting and follow-up**

We communicate the policy on respect for human rights to the Group's employees and collaboration partners on an ongoing basis. The policy is also available on [www.aarsleff.com/csr](http://www.aarsleff.com/csr).

In our annual report, we will communicate clearly and transparently about our efforts and results in relation to our work with human rights.

The policy on respect for human rights has been approved by the Board of Directors of Per Aarsleff Holding A/S, and at least once a year it must be reassessed with a view to ensuring that it continues to comply with legislation and the Aarsleff Group's policies, values and goals.