



## Human rights

Orskov Yard A/S is committed to actively preventing negative impacts on human rights and labour rights throughout the company and our value chain and bases our efforts on national and international guidelines. We support freedom of association and collective bargaining and have implemented measures to protect personal data from misuse, leaks, or destruction. We condemn all forms of slavery, forced labour, and child labour. We require our subcontractors and business partners to meet the same standards, and we will work to ensure transparency throughout the entire value chain.

Diversity is also an integral part of our policy on social and employee matters, as Orskov Yard A/S considers it a key component of both workplace culture and employee strategy.

Orskov Yard A/S realises its policy by:

- Being aware of any existing and potential human rights or labour rights risks that the business may give rise to.
- Considering diversity as a fundamental right and good ethics, and not accepting discrimination based on gender, age, sexual orientation, disability, ethnic origin, or political beliefs.
- Ensuring that framework agreements with suppliers and partners include compliance with our Code of Conduct, which describes the minimum standards suppliers and partners are expected to adhere to in order to do business with Orskov Yard A/S.
- Having an internal GDPR policy that is communicated to all employees.
- Having an open corporate culture, where everyone can report suspicions of behaviour that does not live up to good business practice via our whistleblower scheme.