



MT HØJGAARD HOLDING

Human rights policy

February 2024

Purpose and application

In MT Højgaard Holding and its subsidiaries, (hereafter referred to as "the Group"), it is our clear ambition and desire to respect human rights in all our activities. This means that our focus is on actively identifying, preventing, and mitigating any negative impacts on human rights in our own activities. We consider the risk of human rights violations to be relatively low among the Group's own operations, but as human rights violations can potentially occur throughout the value chain, we also have a focus on demanding and managing negative impacts caused through our value chain.

As a member of the UN Global Compact, the Group has committed to act in accordance with the 10 fundamental principles on human rights, labor rights, environment, and anti-corruption. We also act in accordance with the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Declaration on Fundamental Principles and Rights at Work.

We expect our business partners to comply to the same human rights standards, and we only partner with companies that respect the UN's internationally recognized human rights.

Focus areas

In the Group, we have a particular focus on the following areas of human rights:

Child labor

The Group does not accept child labor. All employees must be at least 15 years of age or older if local legislation requires it. Employees under the age of 18 must not participate in hazardous work.

Forced labor

The Group does not accept forced labor or other forms of non-voluntary work and does not tolerate the deposit of identification documents in connection with employment.

Working conditions

All employees are entitled to vacation and to absence due to illness, maternity, or adoption in accordance with national legislation. The Group does not accept that employees are dismissed or threatened with dismissal, as a result of taking vacation or leave of absence. Employees will be able to return to their previous job with the same pay and conditions.

All employees in the Group must have an official employment contract. The Group does not accept work without a documented contract between the Group and the employee. The same requirement applies to our business partners working under the auspices of the Group.

Compensation

Compensation and conditions must always be in accordance with national legislation and applicable labor market agreements. It is not accepted that deductions from wages are used as a sanction. The Group respects the right to collective bargaining where this is permitted by law.

It is not accepted that employees are required to work more than the number of hours locally stipulated by law. Similarly, the Group ensures that the rules for rest time are observed.

Freedom of association

The Group is committed to respecting the right to freedom of association and we do not accept discrimination or harassment against employee representatives or employees who participate in or fail to participate in lawful union activities.

Cultural rights

The Group respects cultural rights, including the right to participate in one's cultural community and enjoy one's cultural heritage.

Other focus areas

The Group also has a focus on and a desire to respect norms and standards in the areas of equality and diversity, which can also be considered a human right. We have a separate policy in this area.

Reporting and monitoring

A number of measures have been established across the group to monitor and follow up on human rights. The group has an internal control function that investigates if human rights are upheld and conducts regular follow-ups to verify compliance. This also applies to our business partners where the policy has an impact.

Procedures for reporting and data collection have been established across the entire group. Parts of this reporting are presented annually in the Sustainability Report.

The policy has been approved by the Executive Board of MT Højgaard Holding and is revised annually. Inquiries regarding the policy may be directed to the Strategy and Sustainability department.

Søborg, February 2024