

Social policy

Purpose and application

This policy applies to HOLMRIS B8 A/S, company registration (CVR) no. 21320080, and all its subsidiaries. The policy is applied internally in HOLMRIS B8 as well as externally through our value chain.

The purpose of the policy is to ensure that we always act with decency and show responsibility in relation to our stakeholders – both internal and external. Stakeholders include, but are not limited to, customers, external business partners, our own employees, owners and board members, authorities, suppliers, and employees in our upstream value chain.

Values and principles – *Cornerstones*

HOLMRIS B8 is built around four key cornerstones that underpin our values and business practices. These cornerstones strengthen our identity and guide us in all aspects of our business.

These cornerstones serve as our compass, ensuring that we always act with integrity, innovation, and consideration for people and the environment.



01 Room for people

We create room where people flourish, develop, and attain their full potential, with our customers as well as within the company.



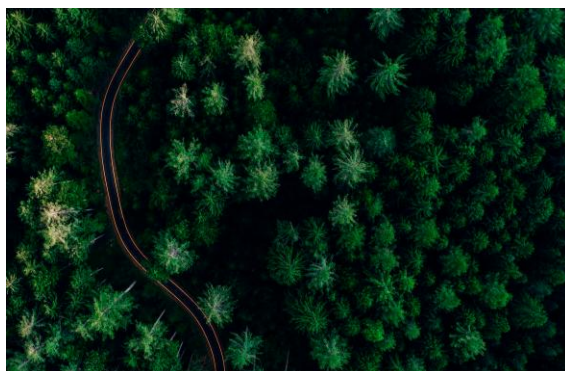
02 Sales and design

We combine aesthetics and functionality in our designs and offer customized solutions that meet our customers' unique needs and wishes.



03 Strong Danish foundation

Our roots and traditions are deeply anchored in Danish design and craftsmanship, which we proudly represent and enhance.



04 Sustainability

We are committed to sustainability and make constant efforts to minimize our environmental impact through responsible practices and innovative solutions.

Room for people

At HOLMRIS B8, a room is more than just a place where people gather. It is where people flourish. The business guru. The pleasure-seeker. The professor. The go-getter. The patient. The carer. The fun-lover. And everyone in-between. We believe that people need room for both personality and diversity. To thrive. To develop. To produce results. To rise to the occasion.

HOLMRIS B8 creates room for people. We do so at our customers with fabulous arrangements that support the room they provide for people, but to a great extent we also do so within the company.

We continuously work to create the framework for a sustainable and meaningful working life for employees.

We have a strong focus on ensuring well-being, knowledge and development that matches the individual employee's wishes and ambitions. Room for People is one of our core values, one of our cornerstones.

At HOLMRIS B8, we strive to create a healthy working environment where employees can grow and thrive. The foundation for this is an inclusive mindset where our flat organisational structure ensures equal and fair opportunities for all. Employee health and safety is a top priority. To support this, we are dedicated to not only complying with regulatory requirements, but also to surpassing them in our daily practice. We are committed to complying with relevant international standards, such as the UN Global Compact, ILO conventions and the UN Sustainable Development Goals (SDGs).

02

Engagement and commitments

Fundamental rights

Cooperation and responsibility in the value chain

- We require our suppliers and partners to adhere to the same high standards for human rights and working conditions.
- We conduct regular evaluations and audits to ensure compliance with our ethical standards throughout the value chain.
- We include social and environmental requirements in our supplier contracts.
- We work with our suppliers and partners to comply with these standards.

Respect for human rights

- We respect all individuals and their fundamental rights regardless of race, gender, age, nationality, religion or other characteristics.
- We ensure that our workplace is free from discrimination, forced labour and child labour.

Workers' rights

- We comply with the ILO conventions by ensuring fair and just working conditions, including the right to collective bargaining and organising.
- We make sure employees work in safe and healthy conditions and we promote well-being and job satisfaction.
- We respect the right of employees to organise and bargain collectively through trade unions.
- We ensure that employees can freely participate in union activities without fear of retaliation.

Sustainable working conditions

- We support the UN Sustainable Development Goals by promoting decent working conditions and economic growth.
- We work actively to reduce our environmental impact and promote sustainable practices.
- We prohibit all forms of forced labour and ensure that all work is voluntary.
- We comply with international standards and national laws to prevent child labour and do not employ young people under the age of 15.
- We ensure that all employees receive at least the statutory minimum wage and benefits to which they are entitled.
- We ensure fair working hours and comply with working time legislation.

Anti-corruption and ethical conduct

- We take a clear stand against corruption and unethical conduct.
- We implement procedures to prevent and deal with corruption.
- We have a zero-tolerance policy towards corruption and bribery and implemented procedures to prevent these practices.
- We respect the fundamental rights of all individuals and ensure that our workplace is free from discrimination and forced labour.

Inclusion, equality and non-discrimination

- We promote a culture where everyone feels valued and respected, regardless of their background, gender, age or ethnicity.
- We ensure equal opportunities for all employees through our flat organisational structure.
- We actively promote gender equality at all levels of the organisation, including equal pay.
- We ensure equal opportunities for all employees and work to eliminate gender-based discrimination.
- We do not practice any form of discrimination in our hiring and working practices

03

Beyond compliance

Our corporate social responsibility

Respect and cooperation

- We work actively to prevent discrimination and bullying.
- We promote a working environment where respect and cooperation are fundamental values, so that employees feel valued and respected.
- We do not tolerate any form of harassment or bullying and have clear guidelines in place for handling such situations.

Health, safety and well-being

- Employee health and safety is a top priority.
- We ensure a safe, healthy and inspirational working environment, and we do not tolerate violence and threats.
- We ensure a safe and healthy working environment through appropriate education, training and equipment.
- Abuse of medicines, controlled substances or alcohol is prohibited in the workplace.
- We ensure that our employees have a positive work-life balance and respect their rights to privacy.
- We create a working environment where employees thrive and feel their work is meaningful.

Skills development, education and training

- We offer opportunities for personal and professional development.
- We respect the right of employees to join a trade union and participate in union activities.
- We offer continuous education and training as well as skills development to ensure that the employees have the necessary qualifications and opportunities to grow.

Trade union and organisation

- Our employees work under several different collective agreements, which have been concluded with, among others, the Confederation of Danish Industry.
- We ensure compliance with all collective agreements and make sure that the working conditions are in accordance with agreed terms.
- We work closely with relevant trade unions to ensure fair working conditions and ongoing dialogue on work-related issues.

Fair competition

- We do not engage in unfair competitive practices and work to ensure fair terms for all.
- We do not tolerate social dumping and ensure fair wages and working conditions for all employees.

Transparency and responsibility

At HOLMRIS B8, transparency is a core value that reinforces our commitment to corporate social responsibility and ethical business practices. We believe that open communication and transparency are essential to maintaining trust among our employees, customers and stakeholders.

- We communicate openly about our policies, goals and results.
- We report on supporting transparent platforms such as CDP and EcoVadis.
- We offer systems for reporting non-compliance and handling complaints.

By promoting transparency in our business, we build a culture of trust and responsibility. We are committed to upholding the highest standards of transparency and integrity in everything we do.

Integration and implementation

Management actively supports our corporate social responsibility policy and ensures that all employees and partners are informed of the policy through education, training and communication. We will continuously monitor and evaluate our environmental performance and make necessary adjustments to achieve our goals.

04 Occupational Health and Safety Policy

At Holmrís B8, a safe, healthy and inclusive working environment is a prerequisite for employee well-being and development. We work actively to prevent workplace accidents, injuries and work-related illnesses, while promoting both physical and mental well-being through systematic occupational health and safety management, employee involvement and continuous improvement.

Occupational health and safety management

We maintain an occupational health and safety organization (AMO) with local occupational health and safety groups (AMG) at each location.

We ensure clear roles, responsibilities and management accountability.

We integrate occupational health and safety into the company's daily operations and decision-making.

Risk assessments and workplace assessments

We conduct workplace assessments (APV) at least every three years and whenever significant changes occur.

We identify and reduce occupational health and safety risks through systematic risk assessments, action plans and preventive measures.

Safe working environment

We ensure a safe and healthy working environment across the entire company, with particular focus on assembly, warehouse and production activities.

We systematically work to prevent occupational accidents, near misses and work-related illnesses through reporting, investigation and learning.

Chemicals and hazardous substances

We handle chemicals and hazardous substances responsibly, with appropriate instructions, training and personal protective equipment.

We work to reduce the use of hazardous substances and replace them with less harmful alternatives wherever possible. We ensure the necessary training and continuous competence development so that employees have the required knowledge of occupational health and safety, risks and prevention.

Training and competence development

We ensure the necessary training and continuous competence development so that employees have the required knowledge of occupational health and safety, risks and prevention.

Psychosocial working environment and well-being

We promote well-being, collaboration and meaningful working lives.

We actively work to prevent stress, bullying, harassment, discrimination, violence and other inappropriate behavior.

We address violations immediately. Violations can be reported to the immediate manager, the occupational health and safety representative or through the company's whistleblower scheme.

Our internal rules ensure that all employees work together in a positive and respectful atmosphere. The internal rules promote clear communication, teamwork and mutual respect, which are essential to achieving our common goals. By following these rules, we create a working environment where everyone feels valued and supported, which in turn raises efficiency and well-being in the workplace.

- **Respectful communication:** We communicate our expectations clearly and do not assume others know what we expect.
- **Positive focus:** We focus on the positive, work constructively on what we can change and learn from our mistakes.
- **Reasonable deadlines:** We give realistic and respectful deadlines.
- **Team spirit:** We work as a team and speak positively about our colleagues.
- **Direct communication:** We talk directly to each other and not about each other.
- **Respect for professional expertise:** We respect the professional expertise of others, both in terms of time and decisions.

Emergency preparedness

We maintain and continuously update emergency preparedness plans and safety procedures.

We ensure that employees are familiar with the procedures and are able to act appropriately in emergency situations.

Monitoring and continuous improvement

We continuously monitor and evaluate our occupational health and safety performance through objectives, KPIs and the recording of accidents, incidents and corrective actions.

We use lessons learned to continuously improve well-being, quality, safety and responsibility.

We report annually on our occupational health and safety performance in Holmrís B8's Sustainability Report.

Compliance with legislation and international standards

We comply with applicable occupational health and safety legislation.

We operate in accordance with relevant international principles and standards, including, but not limited to, the ILO's core conventions and the UN Global Compact.

We continuously develop our occupational health and safety management and ensure that occupational health and safety considerations are integrated into daily operations.

Responsibility and commitment

Management establishes the framework for our occupational health and safety efforts and ensures that the necessary resources are available.

All employees actively contribute to a safe and healthy working environment and report risks, incidents and suggestions for improvement.

Occupational health and safety is a shared responsibility and an integral part of the company's culture and daily operations.

This policy is reviewed at least once a year.

05 Future commitment

At HOLMRIS B8, we are dedicated to creating room for people – both with our customers and within our organisation. We are committed to maintaining high corporate social responsibility standards and expect the same of our business partners.

We believe that our commitment to human rights, fair working conditions and sustainability will impact positively on our employees, customers and the society we are part of. Together we are working towards a future where everyone can thrive and grow.

We look forward to continuing our journey towards creating room for people – both in our products and in our daily work. We encourage all our employees, partners and stakeholders to actively participate in this effort and share our commitment to an inclusive and respectful working environment.