

## Diversity Policy

Brødrene Hartmann A/S

March 2024

## I. Introduction

Brødrene Hartmann is a company built on innovations with great technology - and great people. In order to ensure that the company also in the future will be innovative and successful, it is important that the company continuously can attract, develop and retain employees with varying backgrounds and strong competencies.

Diversity and the absence of discrimination are prerequisites for promoting a healthy and innovative working environment, and it is therefore important to support a diverse workforce and ensure equal conditions regardless of gender, ethnic origin, religion, nationality, sexuality, professional background and age.

We constantly need to stay curious in other personalities and managers are obliged to have an open mind in recruitment processes and when promoting employees. It is my belief that you can't put good management on a formula - working part time or from a distance does not necessarily mean that you can't be a highly valuable employee in our company. That is truly possible.

I ask you to read this Diversity Policy, and to make an effort in securing an attractive workplace. Ask for advice, if you have questions to this policy, and be aware that you have an obligation to promptly report any activity that in your judgement would violate this Diversity Policy. You can report incidents to your manager or through our whistleblower system, if you want to be anonymous.

Sincerely,

Torben Rosenkrantz-Theil, CEO

## 2. Your responsibilities as an employee in Brødrene Hartmann

This Diversity Policy (the “Policy”) applies to all entities and subsidiaries in Brødrene Hartmann, including all individual employees, officers and directors of the Group. The principles also apply in the Group’s interaction with other stakeholders. Diversity, openness and transparency has to be key values in all of our business interactions.

All *employees* are expected to:

- Read, understand and comply with this Policy.
- Make sure to do due diligence on new suppliers and other stakeholders before doing business with them, and have them sign a contract, where they are committed to the principles in this Policy.
- Ask for help, if you are not sure whether a decision or action, you are considering, is compliant or lawful.
- Understand that you have an obligation to promptly report any activity that in your judgement would violate this Policy.

All *managers* are expected to:

- Lead by example, in both words and action, towards employees and third parties representing Brødrene Hartmann.
- Promote open and honest two-way communication with your team, encouraging them to raise their questions and concerns.
- Acknowledge and support any employee and third parties representing Brodrene Hartmann that comes forward to discuss an issue or report a potential violation, and ensure that there is no retaliation for doing so.
- Discuss this Policy and the company values with your team and make sure that the employees are trained and informed about the Policy.

All *suppliers and associated companies* are expected to:

- Read, understand and comply with the principles in this Policy

### 3. Report your concerns

Brødrene Hartmann encourages employees to report concerns through the channel, which they are most comfortable with. It could be your manager, another member of management, or a relevant supporting function such as Legal ([legal@hartmann-packaging.com](mailto:legal@hartmann-packaging.com)) or HR ([hr@hartmann-packaging.com](mailto:hr@hartmann-packaging.com)). You can also report through the whistleblower system.

Suppliers, customers and other parties involved with Brødrene Hartmann may report suspected violations of laws or this Policy to the whistleblower system.

Brødrene Hartmann does not tolerate retaliation against persons or companies making reports in good faith.

### 4. Consequences in case of misconduct

If employees do not comply with this Policy, it may result in appropriate disciplinary action including the risk of employment being terminated and/or civil and criminal liability.

Associated companies or third parties, who does not comply with the principles in this Policy, may risk a termination of the engagement with Brødrene Hartmann and/or civil and criminal liability.

### 5. Diversity as a part of Brødrene Hartmann's DNA

#### 5.1 Recruitment and career opportunities

Brødrene Hartmann is a global company and takes diversity into account in every selection, appointment and evaluation of employees. In order to ensure the company's continued positive development, it is paramount that the company can attract the right skills and talent - no matter of gender, race, sexual orientation or religion.

The company actively strives to have a balanced gender representation among managers at all levels, and recruitment processes regarding manager positions in the company, or senior positions that can lead to a manager position, should always produce both male and female applicants. Recruitment processes regarding new members to the Board of Directors should also always produce both male and female applicants.

All employees have equal career opportunities and will be subject to professional development on equal terms. To ensure this, detailed evaluation is performed on an annual basis to increase transparency and objectivity for the purpose of identifying and further developing talent.

Succession planning for key positions in the company therefore must be secured on the basis of a diverse field of candidates, and with both men and women as a part of the planning.

## 5.2 Composition of nationalities

The company wants to promote a balanced composition of nationalities at all levels of the company to achieve a flexible and mobile workforce. Vacancies can always be applied for by candidates from other countries on equal terms with applicants from the country where a relevant position is available. This applies to both internal and external recruitment.

## 5.3 Age and seniority

The company always have to have a balanced distribution among employees in relation to age and seniority. All employees are offered the best possible conditions for thriving and developing their competencies regardless of age and seniority, and employees are generally offered relevant severance schemes or reduced working hours if desired.

## 5.4 Employees getting sick or disabled

The company offers sick and disabled employees equal opportunities during employment. This applies to both physical and/or mental illnesses and disabilities. The company can offer various schemes, including flexibility in relation to absences and support, flextime or reduced working hours, agreements with the municipality and other necessary measures so that the employee receives the best possible support.

## 6. Equal gender representation in management – initiatives

Women are the underrepresented gender in Brødrene Hartmann in the management and in the Board of Directors.

The company strives to have at least 25% women in the management in 2025, and at least 40% in 2030. All managers in direct reference to the CEO and CFO, and who has management responsibility for at least one employee, is defined as part of the management.

The Board of Directors should consist of at least 40% women in 2025.

In order to attract and retain more talented women in Brødrene Hartmann, different initiatives have been put in place – eg. branding initiatives and creating a work environment and working conditions for each employee, which – to the extent possible – is based on the individual's desire regarding work hours, etc.

## 7. Reporting

The company will report on the development in the gender representation in the annual report.

The Board of Directors will annually receive a report regarding the composition of the management in Brødrene Hartmann.

Approved by the Board of Directors 5 March 2024.