



Sustainability Policy

Re-Match Holding A/S

Company no. 35 46 55 29

Introduction

This sustainability policy governs Re-Match Holding's ("Re-Match") approach to sustainability, which we work to ensure that our employees understand and abide by.

Environment

Re-Match works to conduct our business in a sustainable way with respect and consideration for the environment. Re-Match strives to reduce the environmental impact of our business on the environment.

Human rights

Re-Match supports and respects the fundamental human rights set out in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

Re-Match works to promote sound working conditions and protect human and labor rights throughout our supply chain.

Health and safety

The safety of our people and the partners and subcontractors that we work with is a key priority for Re-Match. This includes mental health and well-being, an important factor in the development of our people. We are committed to developing organisational competencies and governance to promote a safe working environment for our employees and subcontractors. Our aim is to further and continuously strengthen the safety culture at all of our construction sites.

Discrimination and harassment

Re-Match respects cultural difference and treats all its employees fairly and equally, without any type of discrimination. Re-Match wants a safe working environment and we do not tolerate any harassment.

Money laundering and terrorist financing

Re-Match does not tolerate or facilitate money laundering or terrorist financing. Re-Match is committed to comply with all applicable anti-money laundering laws, rules and regulations.

Business ethics and anti-corruption

Respect for business ethics and anti-corruption are foundational to a fair and sound business environment. We are committed to conducting business responsibly, and we have a zero-tolerance policy for bribery and corruption in any form.

Diversity

Re-Match's ambition is to be an attractive workplace for both men and women and that all genders shall have equal opportunities in relation to employment, conditions of employment, education and promotions. We provide equal opportunities for all and aims to respect differences. We have initiated some initiatives in order to increase diversity and equal opportunity in the Company. These initiatives are set out in a separate diversity policy.

Governance

This policy applies to all of Re-Match's businesses. This policy is supported by Internal Rules, which guide our employees and operations in terms of compliance with relevant regulation. An independent whistleblowing system is available for reporting of offences without fear of reprisal.

Approval

This policy has been approved by the Board of Directors at its meeting held on 15 september 2021.