

## Bullying and harassment policy

In Royal Greenland we condemn all forms of bullying and harassment. The purpose of this policy is to set out clear guidelines and to draw attention to the subject, so bullying and harassment can be avoided.

Bullying is one or more employees repeatedly exposing another employee to offensive or hurting behaviour and without that employee being able to defend him- or herself effectively.

Harassment is regular or repeatedly unfair behaviour towards an employee or group of employees with the purpose of discriminating, humiliating, threatening or weakening the employee. The purpose of the harassment may be based on ethnicity, religion, belief, gender, marital status, age, political affiliation, nationality, disability, state of health or sexual orientation.

### *Preventive measures*

In Royal Greenland, it is the responsibility of all employees to create a work environment free from bullying and harassment.

Superiors have an extended responsibility and is responsible for creating a work environment where dignity and respect for each individual rules. Leaders should promote conversation and dialogue, and they should address emerging conflicts among employees to proactively combat harassment and bullying. Superiors should be attentive to group formations and exclusions and make sure, that all employees are part of initiatives on equal terms.

The superior should also communicate openly about the employee's opportunities in the event of bullying or harassment and it will likewise always be the superiors' final responsibility to remedy the problem.

All employees must support a work environment where dignity and respect for each individual rules. Employees must never ignore bullying or harassment and being passive is also contributing to cases of bullying or harassment. Employees should always report on bullying and harassment cases to superiors.

The bullying and harassment policy is applicable to the entire Royal Greenland.

Nuuk, the / 2024

CEO, Susanne Arfelt Rajamand

EVP & CFO, Nils Duus Kinnerup

EVP Production, Lars Nielsen

EVP HR & Communication, Bodil Marie Damgaard

EVP Sales, Robert-Jan Treebus

EVP Marketing & Sustainability Joanna Hutchins

# PENNEO

Underskrifterne i dette dokument er juridisk bindende. Dokumentet er underskrevet via Penneo™ sikker digital underskrift. Underskrivernes identiteter er blevet registreret, og informationerne er listet herunder.

“Med min underskrift bekræfter jeg indholdet og alle datoer i dette dokument.”

**Nils Duus Kinnerup**

**Underskriver**

På vegne af: Royal Greenland A/S

Serienummer: 09390702-ff5a-4b30-a907-bea76735f891

IP: 154.14.xxx.xxx

2024-06-12 11:01:46 UTC



**Robert Jan Treebus**

**Underskriver**

Serienummer: b39d7e00-ee86-4bfb-b108-79bcfb916271

IP: 123.168.xxx.xxx

2024-06-13 01:41:11 UTC



**Susanne Arfelt Rajamand**

**Underskriver**

På vegne af: Royal Greenland A/S

Serienummer: ee5f8ad3-219d-43c2-bb61-a80ba2a1e889

IP: 94.255.xxx.xxx

2024-06-17 10:32:06 UTC



**Bodil Marie Damgaard**

**Underskriver**

Serienummer: a8dcd020-4564-43af-92fd-f7cb0c6eb1b2

IP: 194.177.xxx.xxx

2024-06-19 10:54:59 UTC



**Lars Nielsen**

**Underskriver**

Serienummer: bae91a90-69a6-4764-99fa-7a45d1e94d42

IP: 194.177.xxx.xxx

2024-06-19 10:56:34 UTC



**Joanna Kelly Hutchins**

**Underskriver**

Serienummer: 81ee415e-14ce-4d4a-8962-67c45e92c191

IP: 37.230.xxx.xxx

2024-06-19 13:13:40 UTC



Penneo dokumentnøgle: GEVXJ-8D7HB-GAE5K-DTXJ2-TG16E-Q3G0V

Dette dokument er underskrevet digitalt via **Penneo.com**. Signeringsbeviserne i dokumentet er sikret og valideret ved anvendelse af den matematiske hashværdi af det originale dokument. Dokumentet er låst for ændringer og tidsstempelt med et certifikat fra en betroet tredjepart. Alle kryptografiske signeringsbeviser er indlejret i denne PDF, i tilfælde af de skal anvendes til validering i fremtiden.

#### Sådan kan du sikre, at dokumentet er originalt

Dette dokument er beskyttet med et Adobe CDS certifikat. Når du åbner dokumentet

i Adobe Reader, kan du se, at dokumentet er certificeret af **Penneo e-signature service <penneo@penneo.com>**. Dette er din garanti for, at indholdet af dokumentet er uændret.

Du har mulighed for at efterprøve de kryptografiske signeringsbeviser indlejret i dokumentet ved at anvende Penneos validator på følgende websted: **<https://penneo.com/validator>**