

Human Rights policy

In Royal Greenland, we respect, maintain and disseminate the human rights set forth in the 1948 United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Conventions, which includes but is not limited to the following rights:

- Freedom from discrimination, harassment or bullying
- Freedom from punishment physically or mentally
- Freedom of association
- Right to a healthy working environment
- Consideration of vulnerable groups such as children, minorities and indigenous peoples
- Respect for the home and the family
- Respect for personal privacy
- Right to personal development, including education
- No bonded labour or modern slavery
- No child work

Royal Greenland acknowledge that any company may affect the human rights both positively and negatively and we hereby, commit to address any adverse human rights impacts and risks that the company may have in own operations or in our value chain. We wish to achieve this through proper preparation, open communication and due diligence processes.

We also acknowledge the opportunity and the responsibility to promote human rights in our business operations and we wish to achieve this continually through open communication, transparency and in dialogue with stakeholders and communities.

We demand and expect that both employees as well as external partners comply with national laws as well as globally recognized human and labour rights as exemplified above.

Policies and procedures

- Royal Greenland is securing the human rights through implemented Codes of Conducts and procedures: Code of Conduct
- Supplier Code of Conduct
- Ethical supplier management
- Anti-bullying and harassment policy
- Modern Slavery Statement

To address any adverse human rights impacts proactively, we commit to work continuously to improve and develop the necessary policies and procedures.

The Royal Greenland Human Rights Policy is applicable to the entire Royal Greenland Group.

Nuuk, / 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

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Nils Duus Kinnerup

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