



CSR Policy

Corporate Social Responsibility Policy

1. Introduction

- 1.1. The Relesys Group (hereinafter “Relesys”), consisting of Relesys A/S and all its subsidiaries, recognizes its social responsibility as a corporation and employer. As part of this responsibility the Relesys Group has adopted this Corporate Social Responsibility Policy (hereinafter “The Policy”) that outlines Relesys’ stance on human rights, labor and employment rights, environmental aspects, and anti-corruption.
- 1.2. The Policy is based on The Ten Principles of the UN Global Compact. The ten principles have been drawn from The Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention Against Corruption.

2. Human Rights

- 2.1. **Principle 1** – Businesses should support and respect the protection of internationally proclaimed human rights.
 - 2.1.1. Relesys acknowledges the importance of internationally proclaimed human rights, such as those set forth in The Universal Declaration of Human Rights. Relesys recognizes, respects, and supports the rights set forth therein.
- 2.2. **Principle 2** – Businesses should make sure that they are not complicit in human rights abuses.
 - 2.2.1. Relesys is not in any way complicit in the violation or abuse of human rights. Relesys treats stakeholders, employees, clients, suppliers, and other parties in a dignified and respectful manner.

3. Labor

- 3.1. **Principle 3** – Principle 3 – Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
 - 3.1.1. Relesys upholds the freedom of association and supports its employees’ rights to form or join unions with the purpose of collective bargaining.
- 3.2. **Principle 4** – Businesses should uphold the elimination of all forms of forced and compulsory labor.
 - 3.2.1. Relesys pays all employees a living wage proportional to the number of hours the employee is undertaking. Relesys takes into account the cost of living at the place of employment and other relevant factors when determining the salary of an employee. Relesys does not in any way undertake

forced and compulsory labor and does not in any way benefit from such.

3.3. **Principle 5** – Businesses should uphold the effective abolition of child labor.

3.3.1. Relesys does not take advantage of child labor, either directly or indirectly. Relesys does not employ children under the legal working age. Relesys complies with national legislations and regulations when and if employing children.

3.4. **Principle 6** – Businesses should uphold the elimination of discrimination in respect of employment and occupation.

3.4.1. Relesys treats all its employees and occupied individuals equally and respectfully. Benefits, promotions and salary increases are awarded based on a number of set factors such as seniority and performance. No employees or occupied individual shall be treated favorably solely based on their gender, age, race, or ethnicity. No employee or occupied individual shall be subject to discrimination in any matter.

4. Environment

4.1. **Principle 7** – Businesses should support a precautionary approach to environmental challenges.

4.1.1. Relesys conducts environmental risk assessments based on the everyday impact that an office workspace has on the environment. Relesys strives to take action against environmental issues sooner rather than later.

4.2. **Principle 8** – Businesses should undertake initiatives to promote greater environmental responsibility.

4.2.1. Relesys undertakes several initiatives to lessen its environmental impact. Such initiatives include encouraging more sustainable transportation by providing the employees with several environmentally considerate transportation methods and implementing a lunch scheme that the participating employees must sign up for on a daily basis, contributing to the limitation of food waste.

4.3. **Principle 9** – Businesses should encourage the development and diffusion of environmentally friendly technologies.

4.3.1. As a Software-as-a-Service company, Relesys does not partake in any development, processing or production of raw materials or products. Nonetheless, Relesys strives to reduce its environmental impact by implementing recycling systems in the offices as well as encouraging its employees to limit the paper waste by promoting working digitally when possible.

5. Anti-corruption

5.1. **Principle 10** – Principle 10 – Businesses should work against corruption in all its forms, including extortion and bribery.

5.1.1. Relesys has zero toleration for bribery, extortion and other forms of corruption. Employees are prohibited from accepting bribes, engaging in extortion and other forms of corruption. If an employee accepts bribes, participates in extortion and/or other forms of corruption, Relesys will impose disciplinary actions correlating to the severity of the offense. The participation in corruption may be grounds for termination of the employment relationship. Employees must report attempted bribery, extortion and other forms of corruption to the Executive Management.

Approved by the Board of Directors of Relesys A/S on 30 March 2023.