Wexøe's Corporate Responsibility Policy

1. Introduction

At Wexøe A/S, we are committed to upholding the principles outlined in the United Nations Global Compact (UNGC), particularly in the areas of human rights, discrimination, forced labor, child labor, and anti-corruption. We recognize that our responsibilities extend beyond our business operations to encompass the well-being of our employees, stakeholders, communities, and the global environment. This Corporate Responsibility Policy serves as a guiding framework to ensure that our business practices align with these principles and contribute to a more sustainable and equitable world.

2. Human Rights

We respect and uphold the fundamental human rights of all individuals, both within our organization and those affected by our operations. We commit to:

- Ensuring a safe and inclusive workplace that promotes dignity, respect, and equal opportunities for all employees, regardless of their background, ethnicity, gender, age, sexual orientation, or other characteristics.
- Preventing and addressing any instances of discrimination, harassment, or unfair treatment, and fostering an environment that encourages reporting and accountability.
- Engaging in due diligence to identify and mitigate potential risks to human rights.
- Supporting local communities through responsible business practices that respect their cultural heritage, traditions, and rights.

3. Forced Labor and Child Labor

We are resolutely opposed to forced labor and child labor in any form. We commit to:

- Collaborating with suppliers and business partners to ensure that their practices align with our commitment to eradicating forced labor and child labor.
- Providing appropriate training and awareness programs to our employees and stakeholders to recognize and address forced labor and child labor risks.
- Supporting initiatives and organizations working to eradicate forced labor and child labor globally.

4. Environmental Sustainability

We take an active role in supporting a precautionary approach to environmental challenges, promoting environmental responsibility, and developing and spreading environmentally friendly technologies. We:

- Identify and assess environmental risks and opportunities.
- Implement preventive measures.
- Make decisions with regard to the long-term health and sustainability of the environment.
- Educate and train employees in environmentally friendly practices.
- Reduce waste and pollution.

- Comply with relevant environmental laws and regulations.
- Invest in research and development of green technologies.
- Collaborate with other organizations to share knowledge and best practices.

Our goal is to:

- Achieve a 50% reduction in Scope 1 and Scope 2 CO2 emissions by the end of 2025, using our 2019 levels as the baseline. Our long-term objective is to align with the SBTi 2040 net-zero target

5. Anti-Corruption

We uphold the highest standards of ethical conduct and are dedicated to preventing corruption in all of its forms. We commit to:

- Implementing transparent and accountable financial practices that adhere to applicable laws and regulations.
- Prohibiting bribery, extortion, embezzlement, and any other forms of corrupt practices within our organization and in our interactions with external parties.
- Ensuring that all employees, regardless of their position, are aware of our anti-corruption policies and procedures, and have a means to report any concerns confidentially.
- Regularly reviewing and updating our anti-corruption policies to address emerging risks and challenges.

6. Reporting and Accountability

We are committed to open communication, reporting, and accountability regarding our corporate responsibility efforts. We commit to:

- Regularly communicating our progress in implementing this policy to our stakeholders through transparent and accessible reporting channels.
- Engaging with external partners, industry groups, and organizations to share best practices and collaborate on addressing global challenges related to climate, human rights, discrimination, forced labor, child labor, and anti-corruption.
- Conducting periodic reviews and audits of our policies, practices, and performance to ensure ongoing compliance with the UN Global Compact principles.

Conclusion

This Corporate Responsibility Policy reflects our unwavering commitment to the principles outlined in the United Nations Global Compact. By adhering to these principles, Wexøe A/S strives to contribute positively to society, promote sustainability, and foster a more just and equitable world for all. Through continuous improvement and collaboration, we aim to lead by example and inspire positive change in our industry and beyond.