

Fair Labour Practices

Our point of departure is Denmark, where legal requirements for employee rights are high and the cultural context both values and demands fair treatment. This means that all of our activities and internal processes are designed to fulfil these requirements and expectations. The cultural context has enabled us to adopt a value-based leadership style, which empowers our employees to act independently. Furthermore, we mainly hire highly educated personnel, and this means that we need to offer competitive pay, benefits and working conditions to be able to attract the talent that we need to deliver high quality services and products.

The main risk concerning labour rights is that we fail to uphold our high standards when we hire personnel or engage with external stakeholders outside of Denmark’s borders. The level of this risk will increase as we continue to explore new geographical markets in line with our business strategy. Up until now, we have had very few employees and partners operating abroad, but we expect that this number will increase significantly in the coming years.

Our suppliers and partners are also expected to comply with this policy. For further information see our "Supplier Code of Conduct".

Policies

We respect and recognise all employees’ rights to freedom of association and collective bargaining.

We will neither directly nor indirectly be complicit in child or forced labour.

We will not discriminate in respect of employment or occupation.

We are committed to giving our employees the best possible working conditions by continuously evaluating work processes and following industry trends for employee benefits.

We are actively working towards promoting a working culture that embraces a healthy balance between work and private life. We believe that we are only able to develop and deliver innovative products of high quality if all of our employees are motivated.

We are committed to continuously adopting a flat organisational structure where it is the quality of the argument rather than the title of the position that counts. This is to promote a culture of creativity and innovation, where all employees feel confident in raising their ideas and concerns.

Log

Version	Date	Author	Description
1.0	2019.01.16	EJJ	Fair labor practices established, approved by board of directors
1.1	2020.02.20	EJJ	Revised. Approved by the board