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# **POLICY FOR CORPORATE SOCIAL RESPONSIBILITY**

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**BRØDRENE A & O JOHANSEN A/S**

Rørvang 3  
2620 Albertslund  
CVR-nr.: 58210617

As adopted by the Board of Directors on 23 October 2024

## Policy for Corporate Social Responsibility for Brødrene A & O Johansen A/S

We all have a responsibility to manage the resources of our planet in a way that benefits both current and future generations, respecting people and the planet. AO can make the greatest difference by making it easy for our customers to make sustainable choices and considers the ongoing transformation towards an environmentally, socially, and economically sustainable business model as the prerequisite for commercial success.

AO is a responsible company built on honesty and integrity. We wish to contribute to a sustainable society across our value chain, as we see our activities as an integral part of both Nordic and international communities. We have chosen to focus our efforts on climate and environment, social conditions, and responsible governance (ESG), because as a company, we can make a positive difference ourselves and simultaneously influence our value chain towards a society where we leave a positive impact on the planet's resources and foster human progress.

Through our fundamental values—and our daily actions—we will:

- **Participate in changing our value chain** so that it positively contributes to our planet and the people on it.
- **Make a difference ourselves by:**
  - Working towards a positive climate and environmental impact by contributing to circular and regenerative buildings and infrastructure.
  - Ensuring good social conditions for AO's employees and insisting on honesty in the value chain by respecting human and labour rights.
  - Leading and managing our company in a responsible way that ensures honesty, integrity, and transparency.
- **Support and adhere to the principles of the international community**, including the UN Global Compact.

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## Climate and Environment

- **AO is Your Everyday Green Partner** and will lend a hand in our customers' green transition by offering products and services that support more sustainable buildings and societies.
- **We take responsibility for reducing** both small and large climate and environmental impacts in our own business.
- **AO works actively to limit negative impacts** on climate and environment in our own business and in the value chain with an intent to create a circular and regenerative society where we leave a positive impact.
- **We work on reducing CO<sub>2</sub> emissions in scopes 1, 2, and 3** in accordance with the Paris Agreement through our commitment to the Science Based Targets initiative (SBTi).
- **AO invests in energy-efficient solutions** across our own business and works actively to promote energy and CO<sub>2</sub>-saving initiatives among our customers and suppliers.

- **We reduce the sale of environmentally harmful substances** for the benefit of people and the environment.
  - **AO focuses on increasing the proportion of products with less environmental impact** when we purchase goods from suppliers for the benefit of our customers. Through prioritisation and dialogue, we wish to contribute to increased customer focus on products with a smaller environmental footprint.
  - **We wish to inspire our partners** to support a sustainable value chain, including through influence in industry associations.
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## Social Conditions

- **AO's employees are the core of our business success.**
  - **AO prioritises ensuring good social conditions** for our employees and thereby also their families.
  - **We have zero tolerance for breaches of human rights** in the value chain.
  - **As a workplace, AO focuses on work environment and safety.** We work purposefully to reduce the number of occupational accidents, as well as focusing on absence and its prevention.
  - **AO emphasises the development of employees**, and we see it as a shared societal task to train apprentices and give them a good start in working life.
  - **AO wishes to have room for employees throughout their working lives**, and we want to see them safely into retirement.
  - **AO has zero tolerance for harassment and discrimination.** No AO employee, customer, supplier, or others associated with our company should be subjected to offensive or discriminatory behaviour.
  - **We support equality** as a natural part of our approach to all people.
  - **AO safeguards the right to privacy** and focuses on compliance with our data ethics rules.
  - **We consider diversity and gender diversity natural and important** — both humanly and as a way to create a competitive company with the most skilled employees.
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## Governance

- **AO is led in a respectful and responsible way** that ensures honesty, integrity, and transparency in the management of the company.
- **We focus on good corporate governance** and communicate openly about situations where we may adopt a different approach than stated in current recommendations.
- **We desire transparency about our efforts** for climate and environment, social conditions, and governance (ESG).

- **We focus on complying with competition laws** in all respects.
- **We have a due diligence process for our suppliers**, which is based on industry standards and our Supplier Code of Conduct.
- **AO has zero tolerance for corruption.**

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This Policy for Corporate Social Responsibility applies to the entire AO Group and was adopted by the Board of Directors on 23 October 2024.