



Human Rights Policy

MAY 1, 2023



DANX Carousel Group Human Rights Policy

The DANX Carousel Group is a time-critical service logistics specialist with strong positions in the UK, Ireland, Netherlands, Germany, Iberia, Nordics, Baltics and Poland.

The DANX Carousel Group is the partner for all types of warehousing, time-critical, final mile and spare parts distribution solutions and with our established, warehouses and distribution networks, our mission is to create solutions for our customers through innovative and efficient logistics solutions. Built upon tailored distribution flows and great commitment and dedication, the Group delivers exceptional aftermarket, in-night logistics solutions to a wide range of international and local organizations with a guaranteed 99% on-time final mile delivery throughout our regions, often less than 12 hours from collection from the European distribution hubs to the delivery point.

The DANX Carousel Group is committed to meeting our responsibility to respect human rights as defined by the UN Guiding Principles on Business and Human Rights including the freedom of expression and we recognise our responsibility to respect all internationally recognised human rights across our own activities and business relationships.

The purpose of this policy is two-fold: to communicate – internally and externally – DANX Carousel Group’s commitment to respect human rights, in line with the expectation of UN Guiding Principles on Business and Human Rights, and to provide guidance to our employees on appropriate behaviour when it comes to labour and human rights issues.

The DANX Carousel Group is committed to open and unbiased dialogue with all our stakeholders on human rights issues.

SCOPE

This policy applies globally to the management, employees and contract workers of all entities in the DANX Carousel Group as well as for companies owned by the DANX Carousel Group. Our expectations towards our

suppliers and contractors regarding the respect of human rights are addressed in our Supplier Code of Conduct which can be found on our websites; Nordics: <https://www.danx.com/> and for Western Europe: <https://www.carousel.eu/en/>

REQUIREMENTS

While DANX Carousel Group commits to respecting all internationally recognised human rights, the topics listed below are significant for the way we conduct our business.

1. NON-DISCRIMINATION

DANX Carousel Group aims to create equal access to opportunity regardless of social identity, and employment-related decisions – from hiring to termination and retirement – must be based solely on lawful, non-discriminatory criteria such as performance and potential, qualifications and experience.

The DANX Carousel Group aspires to promote a positive and inclusive work environment that values the diversity and equality of its employees. The supplier shall not discriminate or tolerate discrimination with respect to distinguishing characteristics such as race, colour, gender, religion, political or other opinion, national or social origin, sexual orientation, age or disability.

2. FORCED LABOUR

The DANX Carousel Group does not tolerate any form of forced labour, including bonded labour, indentured labour and slave labour, or human trafficking. Workers must be allowed to move around freely and leave their place of work when their working hours end.

3. CHILD PROTECTION

The DANX Carousel Group does not tolerate the hiring of child labour under any circumstances. All legal restrictions regarding the employment of persons below the age of 18 must be observed. Younger workers may be employed through Company-approved, short-term internships, apprenticeships or work experience programmes, but they are never permitted to do work that may threaten their health & safety or hinder their education.

4. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The DANX Carousel Group respects employees' rights to form or join a labour union or other organisation of their choice, and to bargain collectively in support of their mutual interests, allowing freedom of expression without fear of punitive actions such as intimidation, harassment or termination of employment.

5. HARRASMENT

The DANX Carousel Group is committed to treating every employee with dignity and respect, and to promoting equal opportunities. Harassment is any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offense or humiliation to another person. Harassment in any form because of gender, gender identity and expression, sexual orientation, physical ability, physical appearance, ethnicity, race, national origin, political affiliation, age, religion or any other reason is prohibited at DANX Carousel Group.

6. WORKING HOURS, BENEFITS AND WAGES

The DANX Carousel Group will adhere to the applicable local laws or industry standards relating to working hours, benefits and wages.

We promote a healthy work/life balance. Employees must be entitled to at least one day off in seven and must be given reasonable breaks in work and sufficient rest periods between shifts.

The DANX Carousel Group ensures that all employees have the right to sick leave and annual holiday, as well as parental leave, as provided by national legislation, for those employees who have to care for a new-born or newly adopted child. Employees who take such leave must not, as a result of taking such leave, face dismissal or threat of dismissal.

In continuation of our company values, the DANX Carousel Group is committed to continuously developing employee skills and capabilities through equal access to learning opportunities, and to providing opportunities for career advancement where possible.

In the event of major layoffs or redundancies, the DANX Carousel Group must, as a minimum, satisfy applicable local laws and industry standards.

Employees shall be provided with written and understandable information about their employment conditions, and about the particulars of their salaries.

7. HEALTH & SAFETY

The DANX Carousel Group recognises this it has responsibilities for the health and safety and the rights of its workforce whilst at work and others who could be affected by its work activities.

The health & safety of our employees always comes first and our objective throughout the DANX Carousel Group, is that we want everyone to return home safely every day and we believe accidents and incidents are preventable.

The Group strive to implement the standards of occupational health & safety at the highest level by applying a health and safety risk management, best practice approach appropriate for the business.

DANX Carousel shall comply with its legal obligations, applicable occupational health & safety regulations and legislation, to provide a work

environment that is safe and conducive to good health, in order to preserve the health of employees, safeguard third parties and prevent accidents, injuries and work-related illnesses. This includes regular workplace risk assessments, implementation of adequate hazard controls and precautionary measures, along with adequate and appropriate employee education and training in health and safety issues.

Alongside our commitment to health & safety, we aim for continuous improvement in our health & safety performance and management through regular reviews and the implementation of best practice in order to achieve our safety objective.

8. REMEDY AND GRIEVANCE

The DANX Carousel Group is committed to identifying potential and actual adverse human rights impacts that our conduct of business may cause or contribute to, and strives to prevent, mitigate or remedy such impacts. Any employee with concerns about the human rights impact of our operations may raise these through our employee mechanisms for raising workplace-related grievances. We encourage employees who have a concern to talk in the first instance to their line manager, or alternatively to raise their concern with their HR or compliance representatives. If neither of these options is possible, the DANX Carousel Group's whistle blower system enables employees and contract workers to speak up about possible violations of human rights without fear of retaliation.

We will support all who report violations as well as those who request assistance or have concerns. If you detect or suspect any concerns or illegal or unethical business behaviour you can report it to us via our whistle-blower system. Our whistle blower system Safe2Whistle can be accessed here: <https://report.whistleb.com/en/danxcarouselgroup>. It is operated across the business by an independent third party appointed by the DANX Carousel Group. All issues raised through the Whistle Blower system are monitored by the third party and the Group whistle blower

team. All reporting is carried out confidentially, and employees can choose to share their concerns anonymously.

9. Data Protection, Security and Disclosure of Information

The Group shall adhere to relevant data protection and security laws as well as to respective regulations, in particular regarding personal data of customers, consumers, employees and shareholders. The Group shall comply with all said requirements when personal data is collected, processed, transmitted, or used in accordance with their Data Protection, Securing and Disclosure of Information Policies.

The Group shall safeguard and make only appropriate use of confidential information. The Group shall not disclose any information that is not known to the general public.



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