

Policy on respect for human rights

Vision for the policy

It is our vision that the Aarsleff Group will work on avoiding negative impacts on human rights, and that we will actively handle the negative impacts that we may cause or contribute to.

Basis of our policy

Our respect for human rights is based on the UN Guiding Principles on Business and Human Rights which is the minimum standard for companies' efforts to support human rights. The basis is e.g. the United Nation's Global Compact, the United Nation's International Bill of Human Rights and the International Labor Organisation's Declaration on Fundamental Principles and Rights at Work.

Main objective of the policy

We want to identify, prevent and mitigate any adverse human rights impacts resulting from or caused by our business activities, and we want to communicate our initiatives and results.

Implementation of the policy in practice

The implementation of the policy will include the below principles and initiatives:

Discrimination	The Aarsleff Group supports diversity and equality. Equality and equal rights apply to all our employees regardless of gender, skin colour, race, ethnicity, language, religion, political opinion or sexual orientation, disability, age etc.
Harassment	The Aarsleff Group does not accept any kind of physical or psychological harassment, punishment, threat of punishment or discrimination in connection with job or job opportunity. We do not accept bullying, sexual harassment or any other type of harassment.
Child labour	The Aarsleff Group does not tolerate child labour. Our employees must always be 15 years or older if local legislation has a higher minimum age. In developing countries where the local minimum age is 14 years, this age limit shall apply. Employees under the age of 18 should not perform hazardous work.
Forced labour	The Aarsleff Group does not accept forced labour or other types of non-voluntary work. Our employees can always terminate their employment, and we do not require employees to deposit passports or identification papers with us.
Working conditions and remuneration	Remuneration and working conditions must comply with national legislation, applicable agreements and the usually accepted standards for our business. We do not make deductions from wages as a disciplinary measure. We ensure that the work is performed in accordance with recognised and documented terms of employment subject to national legislation in the country where the work is performed. Safety on the workplace is always established in the best possible way, we make sure that our employees are provided with protective equipment, we train our employees in safety conditions, and we offer our employees suitable sanitary conditions and residential facilities.



Working hours	The Aarsleff Group ensures that our employees are not required to work more than the number of hours which is the local standard or which is determined in national legislation. The maximum working hours on a regularly scheduled basis inclusive of overtime is 60 hours per week. We ensure that our employees have at least one day off in every seven-day period.
Holidays and absence	All the employees of the Aarsleff Group are entitled to holidays and absence due to sickness, parental leave or adoption in accordance with national legislation. Our employees will not be dismissed or threatened with dismissal if they use the opportunities of taking holidays or are absent, and they will be able to return to their previous jobs with the same salary and conditions of employment.
Right to organise	All the employees of the Aarsleff Group have the right to join a trade union and to bargain collectively. We give the employee representatives the opportunity to perform their work.
Employment contract	All employees of the Aarsleff Group must receive a written employment contract in a language they understand. We do not use part-time contracts, trainee contracts etc. with the purpose of offering our employees lower wages or fewer benefits.
Skills development	The Aarsleff Group has a current focus to contribute to developing the skills and competencies of our employees.

Is the policy followed in practice?

We ask the following questions to assess if the policy is followed in practice:

- Human rights due diligence:
 - Have we identified and assessed our actual and potential adverse impacts in relation to human rights?
 - Have we integrated the results of the assessments in the Group?
 - Have we prevented and addressed potential negative impacts?
 - Have we assessed if our initiatives have the intended effect?
 - Have we communicated our efforts in the area?
- Have we ensured recovery for the aggrieved party?

The above is assessed annually and the necessary corrective measures are implemented when possible and appropriate.

Communication about the policy

We want to ensure that all employees and relevant stakeholders are currently informed about and motivated for the policy so that it is possible to act accordingly during the workday.

We want to report about achieved results clearly and transparently.

Scope

The policy applies to the entire Aarsleff Group as well as to other operating units in which we have the operational control.

The policy applies to all employees, inclusive of employees on short-time contracts, part-time contracts etc.

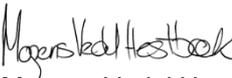
Where relevant, the Aarsleff Group's business partners and suppliers are encouraged to implement at least the same principles as described in this policy.



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