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| **Policy** | **Description of key contents** | **Scope of policy** | **Accountable for implementation** | **Internationally recognized instruments** |
| Anti-Bribery,Anti-Corruption, andSanctions Policy | - Promotes ethical conduct and legal compliance- Prohibits all forms of bribery, corruption, and violationsof sanctions- Encourages transparency and the reporting ofviolations- Provides guidance for employees and partners onmaintaining ethical standards- Ensures ongoing training and accountability | Group, suppliers,business relationships | Approved and adoptedby the BoD | - OECD Anti-Bribery Convention,- UN Convention against Corruption- UK Bribery Act |
| Code of Conduct | - Commits to ethical business conduct and legalstandards- Safeguarding against forced and child labor- Prohibits bribery and corruption- Encourages reporting of violations with clear compliancemechanisms- Guides employees and partners to maintain standardsof business conduct | Group, suppliers,business relationships | Executive Management | UN Global Compact |
| Corporate SocialResponsibility Policy | - Commits to responsible and sustainable businesspractices- Upholds human rights, labour rights, and businessethics across all operations- Reducing climate impact | Group | Approved and adoptedby the BoD | - United Nations Guiding Principles onBusiness and Human Rights- UN Global Compact Labour Principles- OECD Guidelines for MultinationalEnterprises, and the International Bill ofHuman Rights |
| Data Ethics Policy | - Commits to ethical data handling- Emphasizes integrity, transparency, and accountability- Assesses and mitigates data processing risks- Complies with data protection laws and regulations | Group | Approved by the BoD.Anchored with CISO andExecutive Management. |  |
| Diversity, Equity, andInclusion Policy | - Ensures equal opportunities for all employees- Builds an inclusive and diverse work culture- Commits to merit-based recruitment andadvancement- Sets clear gender diversity targets for leadership roles- Recognises and respects individual identities andperspectives | Group | Approved and adoptedby the BoD |  |
| Information SecurityPolicy | - Defines a framework for security management at Trifork- Ensures confidentiality, integrity, and availability ofcritical information- Requires continuous risk assessments and securitytraining- Establishes clear responsibilities across managementand employees- Mandates reporting and response to security threatsand breaches | Group | Top management isresponsible for thesuitability, adequacy andeffectiveness of the InformationSecurity Policy.IT Security Team coordinatesrelevant activities. | - General Data Protection Regulation (GDPR)- ISO 27001 |
| Remuneration Policy | - Aims to attract and retain talent- Board receives fees and additional compensation- Executive Management has fixed salary and incentives- Advisory Board compensation determined by the Board | Group | Approved and adoptedby the BoD |  |
| Whistleblower Protocol | - Provides a confidential channel for reporting seriousmisconduct- Covers breaches of legislation, serious offenses, andviolations of company policy- Ensures all reports are handled securely andconfidentially- Ensures prompt and responsible handling of concerns | Group | Approved and adoptedby the BoD | Whistleblower Act |

All policies and documents can be found on the investor site:

<https://investor.trifork.com/statutes/>