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| **Policy** | **Description of key contents** | **Scope of policy** | **Accountable for implementation** | **Internationally recognized instruments** |
| Anti-Bribery, Anti-Corruption, and Sanctions Policy | - Promotes ethical conduct and legal compliance - Prohibits all forms of bribery, corruption, and violations of sanctions - Encourages transparency and the reporting of violations - Provides guidance for employees and partners on maintaining ethical standards - Ensures ongoing training and accountability | Group, suppliers, business relationships | Approved and adopted by the BoD | - OECD Anti-Bribery Convention, - UN Convention against Corruption - UK Bribery Act |
| Code of Conduct | - Commits to ethical business conduct and legal standards - Safeguarding against forced and child labor - Prohibits bribery and corruption - Encourages reporting of violations with clear compliance mechanisms - Guides employees and partners to maintain standards of business conduct | Group, suppliers, business relationships | Executive Management | UN Global Compact |
| Corporate Social Responsibility Policy | - Commits to responsible and sustainable business practices - Upholds human rights, labour rights, and business ethics across all operations - Reducing climate impact | Group | Approved and adopted by the BoD | - United Nations Guiding Principles on Business and Human Rights - UN Global Compact Labour Principles - OECD Guidelines for Multinational Enterprises, and the International Bill of Human 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 and Executive Management. |  |
| Diversity, Equity, and Inclusion Policy | - Ensures equal opportunities for all employees - Builds an inclusive and diverse work culture - Commits to merit-based recruitment and advancement - Sets clear gender diversity targets for leadership roles - Recognises and respects individual identities and perspectives | Group | Approved and adopted by the BoD |  |
| Information Security Policy | - Defines a framework for security management at Trifork - Ensures confidentiality, integrity, and availability of critical information - Requires continuous risk assessments and security training - Establishes clear responsibilities across management and employees - Mandates reporting and response to security threats and breaches | Group | Top management is responsible for the suitability, adequacy and effectiveness of the Information Security Policy. IT Security Team coordinates relevant 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 adopted by the BoD |  |
| Whistleblower Protocol | - Provides a confidential channel for reporting serious misconduct - Covers breaches of legislation, serious offenses, and violations of company policy - Ensures all reports are handled securely and confidentially - Ensures prompt and responsible handling of concerns | Group | Approved and adopted by the BoD | Whistleblower Act |

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

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