

THE DIVERSITY, EQUALITY AND INCLUSION POLICY



BY APPOINTMENT TO
THE ROYAL DANISH COURT

Harboe

HARBOE BREWERIES

POLICY FOR DIVERSITY, EQUALITY AND INCLUSION (DE&I)

Introduction

The DE&I policy has been designed to ensure that our work contributes to the realisation of our vision and strategy with clear goals, defined action areas and regular reporting.

Our ambition is to be a good and attractive place to work and to continue the values that have been part of our company since 1883 and through six generations of leadership. We see DE&I as crucial to the realisation of our vision and strategic goals, and our organisation must reflect the communities of which we are a part.

We want diversity among our employees, with a broad representation of different skills, personal and professional experience, and diversity in gender, nationalities and faiths. We want our employees to feel part of the Harboe family and part of an engaging and inclusive culture where employees are rewarded for good teamwork based on acceptance of, and curiosity about, our differences and the opportunity to be ourselves. This policy applies to all employees at Harboes Brewery.

Our aim

For Harboe, DE&I is not a compliance issue, but a foundation that has been built over generations, and which we want to remain an integral part of our values. Through our values, workplace assessment and well-being surveys, we ensure a continuous focus on DE&I being part of Harboe's goals.

Harboe's overall goals are as follows:

- We want to create a diverse workplace with equal conditions and opportunities for all employees regardless of gender, age, nationality, disability, sexual orientation, gender identity or religion
- We want to employ trainees and employees with special needs in internships and job training programmes
- We want to ensure timely, accurate and comprehensive training of both current and new employees
- We want to achieve a gender distribution in Harboes management where we will maintain the level of 27% women till 2025 and increase till at least 40% by 2030

- We want a board where at least 1/3 of the members are women
- We want equal pay for equal work

DE&I-Team

The day-to-day responsibility for Harboe's DE&I work is anchored in the DE&I team, which is responsible for implementing, maintaining and reporting on the DE&I goals and related activities. Overall strategic issues are discussed and agreed with the company's top management and board of directors.

Employee responsibility

At Harboe, DE&I is everyone's responsibility, which requires you to reflect on your actions every day. All employees are responsible for:

- Respect for the dignity and diversity of all people.
- Creating an inclusive environment that is free from discrimination, harassment and bullying.
- Raising their awareness of potential unconscious bias and how it can hinder our ability to be more inclusive, collaborate with each other and create new innovative solutions

The manager's responsibility

Managers are strong culture bearers and responsible role models for inclusive behaviour. All managers are also responsible for

- Ensuring that hiring decisions are free from discrimination.
- Engaging in and being aware of inclusion and other behaviours that promote fairness.
- Being aware of unconscious bias in hiring decisions and talent practices (including selection, performance, development and compensation)

Approval

This policy was approved by the Board of Directors in March 2023

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