

# DANSKE FRAGTMÆND

HUMAN RIGHTS POLICY



Danske  
Fragtmænd

# WE ARE COMMITTED TO RESPECTING HUMAN RIGHTS

Danske Fragtmænd respects and follows internationally recognised human rights. We want to impact society positively and are committed to promoting and protecting human rights within our organisation and all stakeholders affected by our business practices.

We consider the risk of violating human rights in our own operations to be relatively low but since such violations can potentially occur throughout our value chain, we focus on implementing requirements throughout our value chain.

## THE COMMITMENTS IN PRACTICE

Several policies at Danske Fragtmænd support our commitment to avoid negatively impacting human rights. Examples include our diversity policy, training and development policy, code of conduct, and our bullying and sexual harassment policies.

We have a particular focus on the following areas within human rights:

### Child labour and forced labour

We do not tolerate or use child labour, forced labour or other forms of exploitation.

### Discrimination and equal opportunities

At Danske Fragtmænd, we see diversity among our employees as a great value for the company. We treat our employees equally regardless of gender, race, religion, disability, sexual orientation, nationality, social origin and political views.

### Harassment and abuse

We do not tolerate any form of harassment, abuse or threats, either physical or psychological. It is vital to us that all employees feel safe and comfortable in their workplace.

### Safe and healthy work

We actively work to ensure healthy working conditions for all employees, which includes complying with national and international laws regulating working hours, safety rules, etc., that protect physical and mental health.

Our large health and safety organisation works together to create a good and safe working environment. We have 64 colleagues represented in our health and safety organisation, which is 5.34% of the total workforce.

### Salaries, collective agreements and freedom of association

We are organised in the Confederation of Danish Industry and the employers' association ATL. Remuneration and conditions are in accordance with national legislation and applicable labour market agreements.

Approximately 67% of our workforce is covered by a collective agreement. The remainder of our employees not covered by a collective agreement is because a collective agreement does not cover their work duties.

Even though we have employees who are not covered by a collective agreement, we emphasise ensuring that their employment terms align with the terms of the collective agreements. We do this to ensure equal treatment of all employees across the organisation as much as possible.

We are committed to the principles of freedom of association and respect the right of employees to form and join a trade union of their choice and to participate in collective bargaining without fear of discrimination.

### Supplier relationships

We expect our suppliers and business partners to actively comply with human rights. Therefore, we only work with business partners who comply with our Code of Conduct, which describes the minimum level of acceptable behaviour.

## THE PRACTICE OF THE POLICY

The company's HR department works together with management to ensure we fulfil our commitments and provide a safe, healthy and equal workplace for our employees.

If you become aware of a breach - or suspected breach - of the policy, you have a duty to report it, which can be done to your immediate manager, HR department, legal department or by using our whistleblower scheme [www.fragt.dk/jura/whistleblower/](http://www.fragt.dk/jura/whistleblower/).

