

Contour Design Sustainability Policy

Contour Design believes that improving sustainability performance is an integral element of responsible management and is foundational to our success. This policy demonstrates Contour Design's commitment to responsible business conduct as achieved through the management of impacts within core areas of sustainable development: human rights, the environment, and the economy.

Our Policy shall support our key mission:

To contribute to the fulfilment of safe and healthy working conditions for all our customers.

Our Commitment

Our commitment is founded upon the internationally agreed minimum standard for responsible business conduct:

The UN Guiding Principles on Business and Human Rights (UNGPs), and the OECD Guidelines for Multinational Enterprises (OECD).

The standard outlines the minimum expected from any business towards the management of key elements of sustainable development, also expressed in the UN Global Compact principles.

In addition to complying with the laws in any area we operate in, Contour Design commits to identify and assess actual or potential adverse impacts, with which we may be involved either through our activities or as a result of our business relationships. Regular impact assessments will provide the basis for implementing appropriate measures to prevent or mitigate risks of adverse impacts. We will communicate, how we manage impacts to relevant stakeholders, and should we have caused or contributed to an actual adverse impact, we will provide for access to remedy for affected stakeholders and prevent or mitigate re-occurrence. Where we find ourselves linked to severe impacts, we will use our leverage to make the causing or contributing entity cease the impact or substitute such business relationship.

Our Expectations to Employees

We expect our employees to assist us in our efforts in implementing UNGPs/OECD. Our employees are encouraged to provide us with good ideas to improve our responsibility, to bring forward any identified or experienced adverse impacts, and to make sure that they will not act in a way that will make us cause or contribute to adverse impacts. Should an employee become aware of any *severe* impacts that we are connected to, we expect the employee to notify executive management immediately.

Our Expectations to Business Relationships

At Contour Design we appreciate our strong network of business relationships. Our expectations for business relationships reflect the same internationally agreed minimum standard for responsible business conduct to which we also hold ourselves accountable. Our business relationships shall, at minimum, align with and implement the UNGPs/OECD, and expect the same from their business relationships. Any knowledge of *severe* adverse impacts that our business relationships cause, contribute to, or are linked to, shall be communicated to us promptly. Our expectations for business relationships are further elaborated in our Code of Conduct for Business Relationships. Meeting the agreed minimum standard for responsible business conduct should adequately address specific concerns regarding involvement with "conflict minerals".

Integration

Our policy commitment will be reflected in all other corporate policies, procedures and guidelines throughout the business. The policy commitment is publicly available and is actively communicated to all relevant

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stakeholders. We encourage our employees and other stakeholders to inform us about challenges on human rights, the environment, or anti-corruption associated with us, our practices, or our business relationships.

Policy Commitment Development

The development of our policy commitment has been vetted by external experts on the UNGPs/OECD. The policy commitment has been approved by the most senior level of the business enterprise. The policy will be reviewed and, if necessary, revised every second year, or as and when necessary, to reflect legislative changes or implementation progress.

Ballerup, April 2022


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