

## Human Rights and Company Policy

Human Rights are fundamental to the sustainability of Johnsen Print & Digital Media A/S and the communities in which we operate. We are committed to ensuring that all individuals are treated with dignity and respect. This human rights policy is guided by the following standards: The international bill of human rights, the United Nations Guiding Principles on Business and Human Rights (UNGP), the UN Global Compact, ILO Conventions and the Graphic ESG Code of Conduct 2.0.

This policy sets out the expectations for Johnsen Print and Digital Media A/S, our employees, suppliers, business partners and other relevant stakeholders throughout the value chain.

Human rights are inherent to all individuals, regardless of their nationality, place of residence, gender, national or ethnic background, skin color, religious beliefs, language, or any other personal attribute. Every person is entitled to enjoy these human rights without discrimination. These rights are interconnected, interdependent, and indivisible.

Johnsen Print & Digital Media A/S strictly prohibits all forms of sexual harassment, violence, bullying, discrimination, abuse or any other violations of human rights. We are committed to maintaining a workplace free from such misconduct, and we fully support The International Bill of human Rights.

We encourage all our employees to report any suspicions of harassment, unwelcome behavior, forced labor, physical punishment, or undue pressure to their shop steward, the workplace environment representative, or the nearest department manager.

To ensure that employees and business partners can express concerns without fear of reprisal, we have implemented a whistleblower scheme.

It is the responsibility of the top management team and board of directors to ensure that every breach of human rights is dealt with in accordance with applicable national and international legislation. We are committed to comply with all applicable local, national and international laws related to human rights.

If Danish and international standards are in conflict and differ from each other, Johnsen Print & Digital Media A/S respects internationally recognized human right to the greatest extent possible. However, Johnsen Print & Digital Media A/S always adheres to the highest human rights standard possible.

In addition to endorsing the Graphic ESG Code of Conduct 2.0 and the UN Global Compact, Johnsen Print & Digital Media A/S aligns its human rights commitment with the United Nations Guiding Principles on Business and Human Rights (UNGP) and upholds the ILO Conventions to ensure and enforce humane conditions for workers throughout its operations and value chain.

Johnsen Print & Digital Media A/S respects and protects the right of our employees to organize with trade unions and we encourage freedom of association and has therefore signed collective agreements with Grakom and HK Privat which ensures our employees certain standards.

All employees at Johnsen Print & Digital Media A/S are required to sign an employment contract prepared by Grakom and HK Privat, which complies with Danish legislation in all respects. This employment contract ensures the prevention of excessive working hours and the provision of the legal minimum wage and all statutory benefits, including employer contributions to social security benefits and services. Finally, it ensures a living wage for employees that covers the necessities of life as defined in its local context.

Johnsen Print & Digital Media A/S have devised a contingency plan to guarantee a secure and healthy workplace, which is provided to all employees and regularly updated. This plan outlines the locations of water, sanitation, and hygiene facilities for employees' convenience. Additionally, all employees are offered health insurance. Furthermore, the contingency plan details emergency preparedness and response procedures.

All buildings have been approved by the Municipality of Norddjurs (Norddjurs Kommune), and are subject to regular inspections by relevant authorities, including the Danish Working Environment Authority (Arbejdstilsynet) and the Fire Authorities (Brandmyndighederne).

To ensure ethical and responsible business practices throughout the entire supply chain (including communities, potentially affected groups, and other relevant stakeholders), all suppliers must adhere to the Johnsen Print & Digital Media A/S Supplier Code of Conduct. This Code's purpose is to guarantee that our suppliers operate in line with internationally recognized standards for human rights, labor rights, environmental responsibility, and anti-corruption measures.



Steen Johnsen

Director / Owner