

Qubiqa's Human Rights Policy / Action Plan

Human Rights Policy

- Vision

In Qubiqa's opinion, corporations are duty-bound to protect and respect human rights as laid out in the United Nations' *Bill of Human Rights*. We recognize that it is our duty as a company to respect human rights and to strive to prevent the impairment of human rights.

Qubiqa acknowledge and strive to comply with the *UN Guiding Principles on Business and Human Rights*.

- Objective

The main objective of this policy is:

- to ensure the establishment of a framework to assess Qubiqa's impact on human rights
- to ensure that we, through our activities, do not affect human rights adversely
- to participate in the restoration, should we become party to any such adverse impact

- The Human Rights Policy in Practice

Qubiqa plan to initiate the following activities to assess and mitigate any potential, adverse impact on human rights.

- We will prepare a general risk assessment/essentiality analysis covering suppliers and employees.
- Over the next three years, we will perform due diligence based on the above risk assessment.

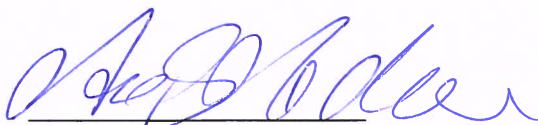
In our annual CSR report, we will include a section describing the progress and the results of this process.

- Follow-up - Is the Policy Applied in Practice?

A detailed follow-up plan will be prepared to ensure the due diligence process.

Our ambition is to exert due diligence by establishing processes to identify, prevent, remedy and account for potential risks of human rights violations.

In our due diligence process, we focus on the first link of the value chain in particular. This includes monitoring that our suppliers comply with our *Supplier Code of Conduct*, so that our suppliers ensure that the next link of the value chain acknowledges and respects basic human rights.



Anders Andersen