

# Anti-corruption policy

Bribery and corruption are illegal and criminal. They are damaging to companies, organisations and institutions, and thus society as a whole. In addition, bribery and corruption go against Carl Ras A/S' core values and are thus unacceptable within the company.

We wish to actively contribute to fighting all forms of bribery and corruption.

## Our focus

1. To compete on fair terms, based solely on the value of our products and services.
2. To never receive personal payment of any kind from our business partners, beyond what would be considered ordinary gifts and common courtesy.
3. To never give personal payment of any kind to our business partners, beyond what would be considered ordinary gifts and common courtesy.
4. To avoid contributions to political parties, charitable organisations or similar, with the expectation of receiving unjustified benefit.
5. Not to allow or participate in money laundering.

## Our commitments

1. We incorporate this policy into all aspects of our business.
2. We inform and train our employees in this policy.
3. Where possible, we help our customers to prevent corruption .
4. We legally comply with all prescribed anti-corruption requirements.
5. We use a management system to develop and manage our anti-corruption efforts, as well as set goals for continuous improvements and sustainable development.
6. We openly provide information about our challenges and successes .
7. We collaborate with our suppliers in our effort to fight corruption.

## We all have a responsibility

At Carl Ras, we all have a responsibility to develop the company in a sustainable manner. There is an expectation that all employees use common sense in relation to the best interests of the company and community and that, if in doubt, the employee will liaise with their immediate manager. All employees must act in accordance with the applicable laws, regulations and standards, in order to be loyal to society and the company.

The anti-corruption policy is an integral part of Carl Ras' strategy, sustainability work, business processes, and day-to-day operations.

Management is responsible for the preparation of this policy, as well as the establishment and maintenance of management systems that support the implementation of the policy at Carl Ras. The policy is reviewed once a year by the management group.

This policy applies to Carl Ras A/S.

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