

Human Rights Policy

Falck A/S
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1. Why Human Rights are important

Since 1906, Falck has built a reputation on trust. Falck makes critical decisions every day when assisting people in need, and people trust us with their lives. We are committed to maintaining trust throughout all our operations, which includes commitment to operating with respect to human rights. Falck commits proactively to advancing these rights.

Falck adheres to all relevant laws and regulations aimed at the protection and promotion of human rights locally as well as globally. Falck educates its employees in human rights, respects their right to freedom of association, and recognises the right to be member of a union or other collective bargaining group. Falck does not tolerate any illegal or unethical behaviour or behaviour as explained by Falck Code of Conduct and other related internal policies. Employees are obliged to report any human rights violations whether committed against themselves, a colleague, or any other person in and outside of the company.

1.1 The objective of the Policy

The objective of this Policy is to define the human rights standards that all employees at Falck are entitled to, regardless of the country in which they operate. In addition, the Policy serves to define Falck's ethical standards and to inform employees at Falck and external stakeholders such as business partners and customers of Falck's commitment to human rights.

2. Definition

Falck defines human rights in accordance with the definition given by the UN Global Compact. Human rights are the fundamental rights inherent to all human beings. Fundamental rights include freedom of speech, privacy, health, life, liberty and security, as well as an adequate standard of living.

3. Scope

The Policy applies to everyone at Falck and supplements Falck's Code of Conduct. The Policy covers internationally and locally protected human rights, intended to ensure that Falck employees and any other persons in or outside of the Company are protected from any human rights violations. Falck will adhere to all applicable laws and regulations, and where such laws impose higher standards than the Falck Code of Conduct or other related policies, the higher standard must be followed.

4. Responsibilities

4.1 Human rights protection

Falck is committed to comply with applicable labour and employments laws and regulations aimed at the protection of the employee's human rights wherever Falck operates. To maintain high ethical standards, Falck strives to operate in line with principles set forth by international initiatives such as the UN Global Compact and the Modern Slavery Act. To increase the awareness about the Policy throughout the company, Falck conducts training and onboarding procedures to ensure that a compliance culture is built to respect the protection of human rights.

4.2 Labour conditions

Falck is committed to strengthening the efforts to provide a safe and healthy workplace with an inclusive culture in which employees are treated with respect and equally. This is supported by Falck's Occupational Health and Safety Policy as well as Diversity and Inclusion Policy. This commitment is reinforced through Falck's Modern Slavery Act Transparency Statement.

4.2.1 Child labour and young workers

Falck does not engage in, or benefit from, the use of any form of child labour. The minimum age for employment shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years old. Where national or local law considers a person a 'child' based on a higher completion of compulsory schooling or minimum working age, then the higher age shall apply. Falck prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required, as it is likely to jeopardise their health or safety.

4.2.2 Forced, Bonded labour and Human Trafficking

Falck does not tolerate any form for forced or bonded labour, including human trafficking and any other kind of modern slavery. Employees must be employed on their own free will, meaning they must give their express agreement to be employed at the company. This includes employees who have not offered their labour voluntarily, or employees who are not free to withdraw from the labour contract.

4.2.3 Work hours, wages, and compensation

All employees are employed by a written contract of employment, with agreed terms, including notice periods on both sides. Falck compensates employees relative to the industry and local labour market, and in accordance with terms of applicable collective bargaining agreements. In addition, Falck adheres to all relevant local laws and regulations relating to working conditions such as wage, work hour, overtime and holiday.

4.2.4 Trade union-bargaining

All employees at Falck have the right to freely form and join unions or other collective bargaining groups of their choice subject to applicable national and local laws and regulations, without fear of discrimination or harassment.

4.3 Discrimination and harassment

In accordance with Falck's Diversity and Inclusion Policy, all employees at Falck must be treated equally and with respect throughout the whole employment, regardless their individual differences. Falck is committed to maintaining a workplace that is free from violence, intimidation and other unsafe or disruptive conditions due to internal and external threats. It means that Falck does not tolerate any form of discrimination or harassment, meaning any behaviour that affects the individual or party's dignity and is considered unwanted, inappropriate, or offensive by anyone. Additionally, Falck does not tolerate any kind of discrimination or harassment in its operations, covering recruitment, remuneration, performance assessments, maternity/paternity leave processes, development opportunities, job assignments, work hours and other work-related activities.

5. Speak up

In accordance with the Whistleblower Policy, employees are obliged to report any concerns about irregularities or improper actions that have been committed or suspected or likely to be committed, or actions that fail to comply with this Policy or the Falck Code of Conduct. If employees experience any form of potential human rights violation, they are obliged to contact their nearest manager, the local management team or use Falck Alert.

6. References

This Policy reinforces other relevant policies, including but not limited to:

- Diversity and Inclusion Policy
- Occupational Health and Safety Policy
- Whistleblower Policy

7. Compliance with this policy

Employees are responsible for ensuring that they comply with this Policy which includes among others, engaging in a culture that promotes the respect for human rights, inside and outside of the workplace.

Failing to comply will have severe consequences for the parties concerned up to and including dismissal and/or criminal charges and could be damaging to Falck activities and reputation.

The current version of this Policy may be amended from time to time and all employees must ensure they are compliant with the latest version of the Policy. If in doubt about anything relating to this Policy, including the applicable version thereof, please consult the Code of Conduct team at codeofconduct@falck.com.

Approved by the Board of Directors of Falck A/S on 13 September 2022.

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