

LABOR & HUMAN RIGHTS POLICY

Policy statement & purpose

As Mannaz A/S, we recognize the significance of conducting our business in line with strict labor & human rights policy in line with principles described in our **Mannaz Code of Conduct** (Appendix 1), **People Handbook** (Appendix 2), **Harassment Policy** (Appendix 3) & **Non-Retaliation Policy** (Appendix 4).

As a Participant of the **United Nations Global Compact**, we are committed to aligning strategies and operations with universal principles on human rights, labor, environment, anti-corruption, anti-slavery, anti-trafficking, anti-child labor and takes actions that advance societal goals (Appendix 5).

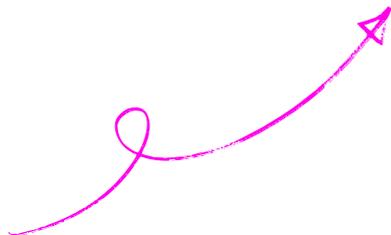
In respect of these principles on human rights, we will through our daily work and living rules, commit to and promote the international recognized human rights and are complying with **“The Universal Declaration of Human Rights”** from the United Nations (Appendix 6).

Our policy applies to all Mannaz entities, and everyone involved with the company, including employees, managers, contractors, and business partners.

Objectives

Mannaz A/S is committed to the following labor & human rights objectives:

- Care for health & safety of employees & other stakeholders.
- Identify & remove health & safety risks.
- Provide training to help employees improve their skills.
- Support employees with career management & development goals through bi-annual Career & Performance reviews.
- Setting working hours, holidays, and leave according to local laws.
- Encouraging work life balance & standard working hours 37 h per week to allow sustainable work conditions.
- Compensating employees fairly for their work & paying employees at least statutory minimum wages throughout the entire scope of operations.
- Respecting employees' rights to join or form unions. Mannaz is a part of labor union agreements ensuring that these rights are met.
- Not engaging in any form of forced or child labor and human trafficking. Our suppliers sign Supplier Code of Conduct assuring us that they are also adhering to these human rights principles.
- Ensuring that all other employee work conditions offered are aligned with Danish legislation & EU laws.



- Ensuring that human rights of our external stakeholders like our customers, suppliers, course participants, business partners are respected.

In our daily work it is expected that every employee takes responsibility of complying with human rights, in collaboration with colleagues, clients, associates, partners, suppliers and ensure that we do not contribute to any violation of human rights. It is expected that every employee does their outmost to build a **culture of respect and inclusion**.

This will on a bi-annual basis be evaluated in Mannaz Employee Engagement survey. If an employee experiences any unacceptable working conditions or behaviour while working with colleagues, clients, associates, partners, suppliers etc. one should immediately (and no later than within 24 hours) inform HR, that will act accordingly.

Targets

To ensure that we follow this policy, we measure the following social, labor & human rights targets:

- Gender Balance: The goal is to achieve a gender balance with a maximum of 60% of the same gender representation in the

workforce. Mannaz emphasizes creating an inclusive and diverse workplace.

- Gender Balance, Management: Similarly, the target is to have a maximum of 60% of the same gender representation in management positions, ensuring gender diversity at leadership levels.
- Employee Turnover: The aim is to maintain an employee turnover rate of 20%, indicating a stable and satisfied workforce.
- Absence due to Illness: The target is to limit absence due to illness to 7 days per full-time equivalent (FTE), promoting employee health and well-being.
- Health & Safety: Zero workplace accidents to foster a culture where health & safety of employees are core values.
- Human Capital: Achieving 75% workplace satisfaction rate in Employee Engagement Survey as significant milestone that reflects a positive work environment

Policy Owner

Head of HR & Senior Managers from The Extended Leadership Team are responsible for developing & reviewing the labor and human rights policy, ensuring that it is being adhered to, as well as provide all necessary tools & communication to help achieve its commitments and targets.

For inquiries, feedback, or grievances related to this policy, please contact Head of HR Marianne Bondo Nielsen, mbn@mannaz.com or CFO, Martin Sogaard Nielsen, man@mannaz.com.

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Appendix

Appendix 1: Code of Conduct

<https://www.mannaz.com/en/about-us/code-of-conduct/>

Appendix 2: People Handbook

<https://mannaz.sharepoint.com/sites/m-Mannaz-Handbook/SitePages/Employee-Handbook.aspx>

Appendix 3: Harassment Policy

<https://www.mannaz.com/wp-content/uploads/2026/03/Harassment-Policy-February-2026.pdf>

Appendix 4: Non-Retaliation Policy

<https://www.mannaz.com/wp-content/uploads/2026/03/Non-Retaliation-Policy-February-2025.pdf>

Appendix 5: United Nations Global Compact 10 principles

Please refer to: <https://www.mannaz.com/en/about-us/we-support-the-un-globalcompact/>

Appendix 6: "The Universal Declaration of Human Rights" from the United Nations

<https://www.un.org/en/about-us/universal-declaration-of-human-rights>