

ALK's Diversity and Inclusion Policy

Purpose

As a global company, ALK is in a unique position to contribute to global sustainable development in the communities in which we operate. Our ambition and commitment to diversity and inclusion span across all characteristics and all business areas and regions and are connected to one unified purpose – to enable **Access to Allergy Care for All**.

For us, **diversity** encompasses an individual's uniqueness such as perspectives, work and life experiences, age, gender, race, ethnicity, religion, sexual orientation, ability, or any other characteristic. **Inclusion** refers to our ability to provide equal opportunities for all, to embrace each individual's characteristics including their unique perspectives, skills and experiences and to create an environment allowing them to use their individual characteristics as a means to reach their full potential.

We respect human rights, we pursue fairness and equality, and we expect our partners to do the same. People are an asset, and we believe that an organisation representing diversity and inclusion at all organisational levels and within all competency areas creates higher engagement and innovation, as well as delivers better business decisions and results. It is our ambition to create an inclusive work environment that fosters a sense of belonging where different perspectives, abilities, talents and experiences are able to contribute equally.

We conduct business in accordance with our [Cultural beliefs and behaviours](#) and the ethical guidelines specified in the [ALK Code of Conduct](#), as well as international standards and guidelines such as the UN Global Compact and the UN Universal Declaration of Human Rights. The Diversity & Inclusion Policy is a supplement to ALK's Code of Conduct and should be read in conjunction with it and other policies and procedures, such as the HR Policy, Harassment Policy, [Sustainability Policy](#), [Access to Medicines Policy](#) etc.

Our approach

ALK and the Board of Directors wish to ensure diversity at all management levels and as such endorse and monitor activities, which aim for a diverse workforce. Diversity targets are set, and activities implemented on an ongoing basis to ensure a positive development.

To reach our ambition of fostering a diverse, engaged, and competent workforce, diversity and inclusion considerations are an embedded part of corporate-wide guidelines, processes, and procedures. These include marketing and awareness-raising activities, as well as decision-making considerations regarding recruitment, talent management, remuneration, engagement, promotions, lay-offs, succession planning etc., which must always be made based on objective criteria such as business needs and the individual's competences.

As a company we constantly aim for a strong feedback culture, where transparent and open dialogue forms the basis of interactions between individuals. Consequently, we do not accept, and we work to eliminate any forms of discrimination, harassment, bullying and victimisation as part of our operations. ALK prohibits any workplace retaliation such as demotion, disciplining, firing, salary

reduction or job or shift reassignment or any other unfair or inappropriate treatment for raising concerns or refusing to engage in potentially discriminatory practices. Concerns can be raised through several channels such as our whistle-blower hotline or Employee Representative Groups, HR, EHS and Legal.

Governance

The Board of Directors has the overall responsibility for ensuring that the policy complies with our legal and ethical obligations. All ALK employees are expected to comply with the policy and actively oppose discrimination, harassment, and retaliation by reporting any questionable actions to their immediate manager, or a manager at a higher level, Human Resources, or the whistle-blower hotline ALK Alertline. Managers have an additional responsibility to ensure that the principles and commitments outlined here are followed.

Monitoring and follow-up on company-wide diversity performance is conducted by ALK's sustainability team and reported to the ALK Sustainability Committee on a quarterly basis, and annually in our Sustainability Report.

This Policy was reviewed and approved by the Board of Directors on 10 August, 2021