

## **Bullying and harassment policy**

In Royal Greenland we condemn all forms of bullying and harassment. The purpose of this policy is to set out clear guidelines and to draw attention to the subject, so bullying and harassment can be avoided.

Bullying is one or more employees repeatedly exposing another employee to offensive or hurting behaviour and without that employee being able to defend him- or herself effectively.

Harassment is regular or repeatedly unfair behaviour towards an employee or group of employees with the purpose of discriminating, humiliating, threatening or weakening the employee. The purpose of the harassment may be based on ethnicity, religion, belief, gender, marital status, age, political affiliation, nationality, disability, state of health or sexual orientation.

### *Preventive measures*

In Royal Greenland, it is the responsibility of all employees to create a work environment free from bullying and harassment.

Superiors have an extended responsibility and is responsible for creating a work environment where dignity and respect for each individual rules. Leaders should promote conversation and dialogue, and they should address emerging conflicts among employees to proactively combat harassment and bullying. Superiors should be attentive to group formations and exclusions and make sure, that all employees are part of initiatives on equal terms.

The superior should also communicate openly about the employee's opportunities in the event of bullying or harassment and it will likewise always be the superiors' final responsibility to remedy the problem.

All employees must support a work environment where dignity and respect for each individual rules. Employees must never ignore bullying or harassment and being passive is also contributing to cases of bullying or harassment. Employees should always report on bullying and harassment cases to superiors.

The bullying and harassment policy is applicable to the entire Royal Greenland.

Nuuk, the 15/4 - 2019



CEO Mikael Thinghuus



EVP Production Lars Nielsen



CFO Nils Duus Kinnerup



EVP Sales Bruno Olesen