

# CSR Policy Kirk Electronic

## Brief on the Policy and its Purpose

Our Corporate Social Responsibility (CSR) Policy describes our responsibility towards the outside world. The company is part of a larger system, which consists of people, values, other organizations, and nature.

## Scope

This policy applies to our company and in relation to customers, suppliers, and business partners.

## Elements of the Policy

We aim to be a responsible company that meets the highest standards of ethics and professionalism.

Our corporate social responsibility includes our commitment to comply with the prevailing rules in society, as well as initiatives to promote human rights, assist the local community and protect nature.

## Business Ethics

We will always conduct our business with integrity and respect for human rights, focusing on:

- Safety and fair behaviour
- Respect for individuals
- Combating bribery, corruption, and conflicts of interest
- Ensuring fair competition and respect for IPR (Intellectual Property Rights)
- Securing data protection and security in accordance with GDPR and the awarding of the D-Seal
- Using audited accounts and financial transactions to prevent money laundering

## Human Rights

Our company focuses on the protection of human rights and ensuring working conditions in accordance with Danish law and agreed labour market conditions, that protect employee wages, benefits, and working conditions.

We focus on ensuring our activities neither directly nor indirectly infringe rights or discriminate based on:

- Religion
- Race
- Ethnicity
- Political beliefs
- Gender
- Age

## Environmental Protection

In addition to legal obligations, our company will proactively protect the environment and is certified according to ISO 14001.

Examples of relevant activities include:

- Waste management and sorting according to local authority regulations
- Special focus on handling chemical substances, etc.
- Energy savings on electricity, water, and heating
- Focus on green transition to renewable energy in relation to electricity and heat production

## Support for the Local Community

Our company supports sporting and cultural activities in the local community.

We collaborate with local businesses and organizations to participate in Code of Care Task Forces aimed at including people with mental, physical, or social challenges in Danish workplaces, resulting in the following strategy:

- Ensuring more business leaders see the value of including challenged individuals
- Through mentoring, contributing to making individuals job-ready
- Brainstorming and providing feedback to the local job centre on corporate efforts



The logo for Kirk Electronic, featuring the word "kirk" in a stylized, lowercase, cursive font with a registered trademark symbol (®) to its upper right. Below "kirk" is the word "electronic" in a clean, lowercase, sans-serif font. A thick horizontal line is positioned above the "kirk" text.