

Company Policy on Employee Labour and Human Rights

Our commitment

Acting responsibly and with integrity is deeply engrained in the Flying Tiger Copenhagen organisation and identity. We are committed to being a positive force in the communities where we operate and to treat our employees with respect and dignity. We recognise our responsibility as a business to respect human rights in all our operations and this policy outlines the commitment of Flying Tiger Copenhagen to uphold and respect the rights of all employees and workers involved in our operations. We are committed to providing fair and safe working conditions, protecting the rights of workers, and promoting a culture of respect and inclusion for all employees and stakeholders.

To whom does this policy apply?

This policy applies globally to the management, employees, and contract workers of all entities in the Flying Tiger Copenhagen Group. This includes employees working for Flying Tiger Copenhagen through an employment agreement, as a worker through an employment agency or as an intern. Within our business, the rights of our employees are respected by the implementation of this policy and our Code of Conduct. Our human rights and labour principles are a fundamental part of the way we do business, and we promote the same principles in our relationships with customers, suppliers, and other business partners.

We apply the following guiding principles:

a. No child labour, forced labour or human trafficking

Flying Tiger Copenhagen does not tolerate any form of forced, bonded or involuntary labour or any form of human trafficking, and we are committed to prevent these practices in our operations and projects. We prohibit the use of child labour and apply the national laws on the applicable statutory minimum age for workers in the countries in which the employee is employed.

b. Safe and healthy working conditions

Flying Tiger Copenhagen is committed to providing a safe, fair, and healthy working environment for all employees. We will comply with all applicable health and safety regulations and will take all necessary measures to prevent accidents and injuries. We will ensure that all working conditions meet or exceed national laws and industry standards relating to minimum wages, working hours, overtime work, and ensure that all employees are provided with a written, understandable, and legally binding employment contract/letter. We assess this by regularly conducting health and safety risk assessments and audits.

c. Freedom of association, the right to collective bargaining and employee representation

Flying Tiger Copenhagen respects the right of its employees to the freedom of association and collective bargaining. We recognize the right of employees to be represented by employee representatives. In accordance with the applicable laws, we collaborate and engage with the employee representative bodies within our company as well as with the relevant trade unions

worldwide on subjects applicable to our employees. Employee representatives are not discriminated against and will be given the opportunity to carry out their representative functions in the workplace.

d. No discrimination or harassment

Flying Tiger Copenhagen prohibits discrimination based on race, colour, religion, sex, age, national origin, sexual orientation, gender identity, disability, union membership, political affiliation or any other status protected by applicable laws. We are committed to prevent any form of undesirable conduct in the workplace such as discrimination, harassment, bullying, intimidation, and abuse of authority, and we encourage employees to voice their concerns through established grievance mechanisms, such as our globally implemented whistle-blower platform. Our engagement survey system will also detect words within the discrimination and harassment framework, if voiced in the anonymous surveys.

e. Equal opportunities, social dialogue, and diversity

Flying Tiger Copenhagen applies an equal opportunities policy for all employees to develop and grow, without any discrimination, under the principle of 'the best person for the job'. This applies to recruitment, training, and promotion. We also work to ensure the best possible use of each person's skills and to encourage personal development to attract and retain talent. We recognize the importance of open communication between management and employees and will facilitate regular social dialogue by promoting and developing established tools and processes that support an ongoing dialogue, i.e., the yearly well-being and development process tool, Flying Talk.

Flying Tiger Copenhagen runs a retail business with a global impact relying on dedicated, experienced professionals from a multitude of national backgrounds, and so we value the differences between our employees among others in terms of age, gender, knowledge, education, and experience. We are committed to creating a workplace that is diverse and where all employees feel respected and recognized for who they are.

What does it mean to you?

We are all obligated to follow this Company Policy on Employee Labour and Human Rights and are expected to treat each other with dignity and respect. Flying Tiger Copenhagen expects all employees to avoid any behaviour which constitutes a potential breach of this policy, regardless of the location and the local customs of the country of employment.

How to deal with suppliers and external stakeholders

Flying Tiger Copenhagen is committed to conduct business with integrity, honesty, and fairness in compliance with applicable laws, this Company Policy on Employee Labour and Human Rights as well as the Flying Tiger Copenhagen Code of Conduct. We expect our business partners, like joint venture partners, suppliers, and franchisees to do the same. The main principles of the Company Policy on Employee Labour and Human Rights are also incorporated in our Supplier Code of Conduct. We will ensure that the Supplier Code of Conduct forms part of the contractual relationship between Flying Tiger Copenhagen and the supplier.

Compliance and continuous improvement

Flying Tiger Copenhagen will comply with all applicable national and international laws and regulations related to labour and human rights. We will monitor compliance with this policy through regular audits, inspections, and employee surveys. Any violations of this policy will be subject to disciplinary action. Flying Tiger Copenhagen will communicate this policy to all employees and will provide training on labour and human rights issues as needed. We will continuously strive to improve

our practices and policies related to labour and human rights and will make necessary changes to ensure compliance with laws, regulations, and industry standards.

Accountability and governance

The responsibility for the Company Policy on Employee Labour and Human Rights and the management of human rights and labour risks sits ultimately with the Executive Management. Compliance of the Company Policy on Employee Labour and Human Rights is monitored by management as well as the People (HR) and Sustainability departments. The Executive Management review the content of this policy with the Chief People Officer and the Director, Sustainability & Social Responsibility on a yearly basis.

Group/Function	Roles and responsibilities
Executive management	Responsible for policy approval
Chief People Officer	Owens, endorses, and ensure the implementation of this policy
SLT/MDs / regional and local management	Responsible for ensuring that this policy and related standards are implemented and adhered to, and that all relevant employees are made aware of this policy and its requirements. Also responsible for ensuring local compliance with the policy including necessary control measures to reduce or eliminate behaviours in breach of the policy.
Group People/local People management	Drives the implementation of the policy and provides advice on labour and human rights issues and dilemmas. Ensures that labour and human rights issues are identified and addressed.
Sustainability & Social Responsibility	Advises policy owners on policy content and ensures relevant and correct communication of policy efforts to internal and external stakeholders.
Managers, employees, and contracted workers throughout Flying Tiger Copenhagen	Responsible for adhering to the policy, and for ensuring that all initiatives are developed in line with this policy.