Governance and ethical policy

Purpose and application

This policy applies to HOLMRIS B8 A/S, company registration (CVR) no. 21320080, and all its subsidiaries. It is intended to ensure that we act responsibly and ethically in all aspects of our business, both internally and externally, and that we adhere to the highest standards of governance.

Values and principles – *Cornerstones*

HOLMRIS B8 is built around four key cornerstones that underpin our values and business practices. These cornerstones strengthen our identity and guide us in all aspects of our business.

These cornerstones serve as our compass, ensuring that we always act with integrity, innovation, and consideration for people and the environment.

01 Room for people
We create room where people flourish, develop, and attain their full potential, with our customers as well as within the company.
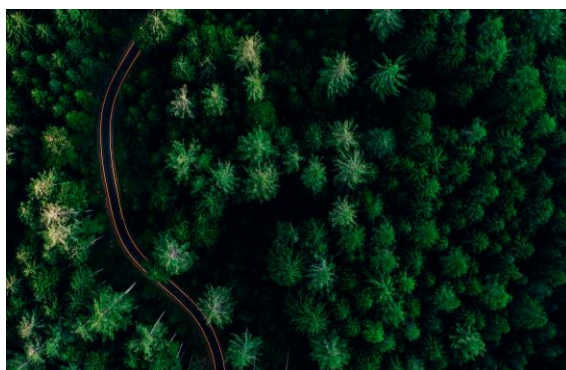

02 Sales and design
We combine aesthetics and functionality in our designs and offer customized solutions that meet our customers' unique needs and wishes.

03 Strong Danish foundation
Our roots and traditions are deeply anchored in Danish design and craftsmanship, which we proudly represent and enhance.

04 Sustainability
We are committed to sustainability and make constant efforts to minimize our environmental impact through responsible practices and innovative solutions.

01
Ethical
principles

Integrity and honesty
We always act with integrity and honesty. We are open, honest, and trustworthy in all our actions.

We respect both physical and intellectual property rights and only trade in verified goods.

Treatment of stakeholders
We treat all stakeholders – including customers, suppliers, partners and employees – with respect, fairness and dignity.

Anti-corruption and bribery
We do not tolerate corruption and bribery in any form. All employees must refrain from offering, granting or accepting bribes.

Confidentiality
We protect confidential information and data and ensure that it is only used for legitimate business purposes.

We do not publish confidential information.

We comply with applicable supporting legislation such as the General Data Protection Regulation (GDPR).

Conflicts of interest
We identify and manage conflicts of interest in a way that preserves the company's integrity and credibility.

Health and safety at work
We promote a safe, healthy and inclusive working environment where all employees can thrive and grow.

02
Governance
principles

Role and responsibilities of the Board of Directors
The Board of Directors is responsible for the overall management and strategic direction of the company. It ensures that the company operates in compliance with applicable laws and regulations.

The Board of Directors also monitors that the company's management adheres to ethical standards and sustainability goals.

Management responsibility
Management is responsible for the day-to-day operation of the company and for implementing the Board of Directors' strategies and decisions.

Management must ensure a culture of integrity and responsibility throughout the organization.

Risk management
We have systems and processes in place to identify, assess, and manage risks to protect company assets and ensure long-term sustainability.

Risk management includes environmental, social, and governance (ESG) risks.

Compliance
We ensure compliance with all relevant laws, regulations, and internal policies. This includes ongoing training and updating of employees on their responsibilities.

The compliance program also includes control mechanisms and regular audits.

Transparency and reporting
We practice open and timely communication with all stakeholders. This includes clear and accurate reporting of the company's performance and risks.

We comply with generally accepted accounting principles. Data must be accurate and in accordance with best practice.

We also report annually on our ESG performance in accordance with international standards such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

Internal controls
We have effective internal control systems in place to ensure accuracy in financial reporting, protect company assets and improve operational efficiency.

Internal controls also include systems to prevent and detect fraud and irregularities.

03
Implementation and follow-up

Training and communication
All employees and partners must be familiar with this policy through regular training and communication.

We conduct ongoing training programs to ensure understanding and compliance with the policy.

Monitoring and evaluation
We continuously monitor our compliance with the policy and evaluate our performance to ensure that we achieve our ethical and governance goals.

The Board of Directors receives regular reports on compliance with the policy.

Reporting of non-compliance
We provide systems for reporting of non-compliance with the policy and handling of complaints in a fair and confidential manner.

We have established a whistleblower scheme to protect employees who report irregularities.

Audit and control
We expect suppliers to allow audits to ensure compliance with this policy and relevant standards.

Audits can be announced or unannounced and conducted by internal or external third parties.

Sub-suppliers
Suppliers must apply the same standards in their own supply chain to ensure compliance with our ethical and governance principles.