

# UK Modern Slavery Act Statement



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## Introduction

In pursuant to section 54(1) of the Modern Slavery Act 2015, this statement constitutes ALK's slavery and human trafficking statement for the financial year ending 31 December 2021.

This statement provides an overview of the measures taken by ALK to mitigate the risk of modern slavery in our supply chain and should be regarded as complementary to the ALK Sustainability report. For further information on our activities and progress, please see the Sustainability report (link).

ALK supports the UK Modern Slavery Act 2015 and its objective to combat slavery and human trafficking. ALK strives to conduct business responsibly in line with its Code of Conduct (link), ensuring good and fair labour conditions in our own operations and supply chain. ALK works systematically to eradicate the risks connected to human and labour rights violations in its operations and supply chain.

## Business and supply chain

ALK is a global allergy solutions company, with a range of allergy treatments, products and services. ALK is present in 47 countries either directly via its 23 subsidiaries, or through partnerships with distributors. ALK's production sites are located in Hørsholm, Denmark, Madrid, Spain, Vandeuil and Varennes, France, Port Washington, Post Falls and Oklahoma City,

USA. Headquartered in Hørsholm, Denmark, ALK employs approximately 2,600 people worldwide. More information about the company can be found here: (link)

## Policy and governance

ALK integrates the UN Global Compact principles on human rights, labour standards, environmental and anti-corruption, into its business and sustainability strategy. ALK follows the principles outlined in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights.

ALK's main operational commitment to respecting and protecting human rights is specified in ALK's Code of Conduct, Third Party Code of Conduct and Sustainability policy, which applies to the entire business and supply chain. As a company, ALK requires that all employees as a minimum respect human rights and avoid causing negative human rights impact through its operations and in relations with suppliers and partners. ALK takes additional responsibility by vetting relevant external partners through the Procurement department to minimise sustainability-related risks.

All ALK employees are allowed freedom of association, either formally in unions or internally in workers' councils.



ALK employees are aware of and have easy access to a whistleblower hotline, ALK Alertline, which provides employees with an opportunity to report serious or sensitive concerns in a secure and confidential manner. The ALK Alertline is administered by an independent organisation and processed internally with oversight from the chairman of the Audit Committee. Employee Representative Groups, Human Resources, Environment, Health and Safety and Legal are responsible for managing and resolving all minor grievances that are not reported to the ALK Alertline.

### Risk assessment

ALK's operations have a relatively small impact on human rights issues in the supply chain, however these risks are mitigated by the inclusion of human rights clauses, such as explicitly concerning child and forced labour in all new, large supplier contracts. No incidents of slavery and human trafficking have been reported via the ALK Alertline, or any other channel in 2021.

### Due diligence in the supply chain

ALK requires suppliers to comply with all applicable laws, including labour laws. In 2021, ALK defined a Third Party Code of Conduct which specifically outlines the expectations for interactions with suppliers and third parties. This code will cover our business relationships with suppliers going forward. We conduct an overall risk assessment of our direct suppliers on a

regular basis and will continue to improve the process by investigating how to digitalise the process in 2022 to enable a more accurate and documented risk assessment process.

### Training

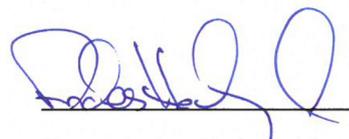
The ALK Code of Conduct is integrated in the HR-system, prompting all employees globally to read and sign off the Code of Conduct once a year. In 2021, 97% of our employees completed the internal Code of Conduct training.

### Future outlook

ALK continues to review and update its policies and procedures on a regular basis with respect to all aspects of the supply chain to ensure appropriate and adequate protection against modern slavery and human trafficking in its direct supply chain.

Signed on behalf of

ALK-Abelló A/S



Name: Anders Hedegaard

Title: Chairman of the Board of Directors

Date: 8 February 2022