

Notification to employees on prohibition of harassment Kentaur Group

Version 1 - November 25th, 2020

Definition of harassment

Harassment is any active or passive behavior towards an employee or a group of employees that is repeated, and aimed at harming or harmful to the dignity, reputation, personal and/or professional integrity, health, position of the employee and which causes fear or creates a hostile, humiliating or offensive environment, worsens work conditions or causes the employee to be isolated or to terminate his/her employment.

Instigation or enticement of others to act in the above manner is also considered harassment.

Sexual harassment is any verbal, non-verbal or physical behavior aimed at harming or harmful to the dignity of the employee in his/her sexual life, and which causes fear or creates a hostile, humiliating or offensive environment.

Harassment and sexual harassment are hereafter referred to as harassment.

Harassment-free workplace

It is important for the Kentaur Group to be a harassment-free workplace with a comfortable working environment.

At Kentaur, it is important that we collaborate in a professional and respectful way. At Kentaur, we share knowledge and listen to each other. We communicate openly and confidently with each other, and we do not accept abusive and offensive behavior, including abusive and offensive humor.

Harassment of any kind is prohibited, and violation of it may result in sanctions for the violator, including warning, dismissal or expulsion.

A condition for employment in Kentaur is compliance with this policy.

All Kentaur employees should speak up if their limits are exceeded. It must be clearly reported to a potential harasser that you do not like the unwanted actions. It must also be clearly respected if colleagues or others say no and report that an action is undesirable, even if the harasser him-/herself finds the action innocent.

Similarly, Kentaur employees who witness harassment must clearly speak up against the harasser and support the victim. First and foremost, it is important that you do not contribute further to the harassment, for example by laughing. Next, it is important that you distance yourself from the harassment, for example, by referring to this policy.

If the harassment does not stop immediately when it is reported, either the violated employee or witnesses to the violation must contact either the immediate manager or HR. Management will exercise the necessary discretion and protection of the dignity

and privacy of those involved. No information about the case will be passed on to unauthorized persons.

Depending on the specific case, the management will decide whether the offender should be sanctioned, for example, a written warning, relocation, termination or expulsion.

False accusations of harassment are, of course, also completely unacceptable and can also have employment consequences for those who state them.

Kentaur Group complies with the local laws relevant on this matter as we comply with all local laws.

This Notification to employees on prohibition of harassment has been adopted by the Board of Directors of Kentaur A/S December 7th, 2020

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