

## Link Logistics Diversity and Inclusion Policy

In line with our Code of Conduct, Link Logistics has established a Diversity & Inclusion policy that illustrates how we are committed to fostering a diverse and inclusive workplace that values and respects the unique perspectives, backgrounds, and talents of every individual. We believe that diversity and inclusion are not just buzzwords; they are essential principles that drive innovation, creativity, and success. This Diversity and Inclusion Policy outlines our commitment to promoting diversity and inclusion throughout our organization.

### Policy statement

**Equal Opportunity:** At Link we firmly uphold the principle of equal opportunity. We are committed to creating a workplace that is free from discrimination and where every individual, regardless of their background, enjoys an equitable chance to thrive. We stand firmly against discrimination based on race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or any other protected status under applicable laws. We pledge to provide a fair and inclusive environment for all, from recruitment through to every aspect of employment.

**Inclusive Work Environment:** We are dedicated to fostering an inclusive work environment where the diverse perspectives and experiences of all employees are not only respected but celebrated. Our organization is committed to maintaining an atmosphere where discrimination, harassment, or any form of bias is unequivocally prohibited. We actively encourage open dialogue, collaboration, and mutual respect among all team members, recognizing that it is through this diversity of thought that we achieve innovation and excellence.

### Gender Equality

In Link, we are firmly committed to advancing gender equality within our organization by 2030. Our comprehensive action plan includes enhancing our gender-neutral recruitment practices, closing the gender pay gap, fostering inclusive leadership through development initiatives, promoting work-life balance, conducting diversity training to eliminate bias, and maintaining ongoing progress monitoring and reporting. We believe that through these concerted efforts, we will create a workplace where gender equality is not just a commitment but a reality, fostering a more inclusive and equitable future for all our employees.

**Continuous Improvement and Compliance:** At Link, we understand that diversity and inclusion are not static concepts but dynamic goals that require constant effort and attention. We will continuously improve our policies, practices, and programs to ensure they align with our commitment to diversity and inclusion. This involves transparent reporting, regular assessments of progress, and the establishment of measurable objectives. We are unwavering in our dedication to creating a workplace where everyone feels valued, empowered, and encouraged to contribute their best, while adhering to all applicable laws and regulations related to diversity and inclusion, including anti-discrimination and equal opportunity laws.

## Responsibilities

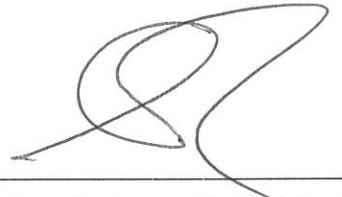
Management at Link is responsible for setting the tone, expectations, and championing diversity and inclusion initiatives. The People & Culture department will drive the implementation and maintenance of this policy, providing resources and support for compliance. All employees are accountable for treating colleagues, clients, and partners with respect and actively participating in and supporting diversity and inclusion efforts within the organization. Additionally, the leadership teams and People & Culture department will collaboratively review and revise this policy as needed to ensure its ongoing relevance and effectiveness in promoting diversity and inclusion within the organization.

## Conclusion

At Link, we believe that diversity and inclusion are not just policies; they are the foundation of our success. We are committed to creating a workplace where every individual can thrive, and where our differences are celebrated as strengths. This policy represents our dedication to these principles, and we will continually strive to make Link Logistics an exemplary model of diversity and inclusion in the industry. In doing so, we are guided by the UN Guiding principles on Business and Human Rights (UNGPs) and are fully committed to upholding the OECD guidelines for Multinational Enterprises (OECD), ensuring that our organization aligns with global standards of ethical and responsible business conduct.



Anders Martens, Group CEO



Claes Pedersen, Chair of the board