

Equality Policy

1. Purpose

The purpose of this equality policy is to ensure that all employees, applicants, and partners are treated fairly, with dignity, and with respect – regardless of gender, gender identity, age, ethnicity, religion, sexual orientation, disability, or other protected characteristics.

We aim to promote a workplace characterized by equal opportunities, where diversity is regarded as a strength, and where no one is limited in their development or well-being due to personal circumstances.

Equality is an integral part of Sikuki Nuuk Harbour's values and contributes to job satisfaction, trust, and organizational resilience.

2. The Policy

Scope

This policy applies to all aspects of the employment relationship – including recruitment, pay, promotion, training, tenure, working conditions, and other terms of employment.

Commitment

- Prevent discrimination and ensure equal treatment throughout the organization.
- Create an inclusive culture where diversity is valued, and everyone has the opportunity to realize their full potential.

Concrete Initiatives

To put these principles into practice, we will:

- Ensure transparency in recruitment and promotions through structured and objective processes.
- As part of the onboarding process, new employees are informed about the company's approach to equality, diversity, and the management of unconscious bias.
- Offer an anonymous and trustworthy channel through the Whistleblower Scheme, where employees can report experiences of discrimination or inequality.

- Measure and follow up on gender and diversity data, e.g. gender distribution among employees and the board of directors.

Responsibility, Follow-up, and Evaluation

Management has overall responsibility for implementation and for ensuring that the equality policy is complied with across the organization. Follow-up and monitoring are anchored in the company's sustainability work, where results and progress are also reported annually. The policy is evaluated at least once a year and adjusted as necessary.

Version: September 2025

Responsible: JR / MNS

Approved by: Board of Directors

