

Corporate Social Responsibility Policy

1. Purpose

This policy defines the framework and approach of Sikuki Nuuk Harbour A/S regarding corporate social responsibility. As a commercial port, we are closely connected to the community we are part of – and we wish to actively contribute to local development, value creation, and safe, responsible conditions for citizens, users, and employees alike.

The policy ensures that we integrate social responsibility into operations, construction, and strategic development – working from the principle that a modern port also has an active co-responsibility for people, culture, and the local community.

2. The Policy

Principles

Our social responsibility is based on four fundamental principles:

- Shared value – We must create value that goes beyond our own business objectives and benefits the local community.
- Integrity and ethics – We are committed to acting responsibly and demanding the same from our partners.
- Inclusion and cooperation – We involve the local community in relevant decisions and initiatives, and we actively listen to local needs and input.
- Long-term responsibility – We act with consideration for future generations and Greenland's overall societal development.

Focus Areas and Initiatives

Youth, education, and employment:

We actively work to include young people in education in the port's development and ensure them access to the labor market. We do this by offering internships and apprenticeships, cooperating with local educational institutions, and promoting the recruitment of Greenlandic labor.

Safety and social considerations in operations and construction:

Sikuki prioritizes safety and well-being highly – both for our own employees and for those

working on our construction projects. We systematically follow up on occupational health & safety, social conditions, and safety standards, and we require the same responsibility from our suppliers and contractors.

Local community and stakeholder engagement:

We aim to be a responsible and trustworthy actor. For larger projects and initiatives, we involve the surrounding community and relevant stakeholders to ensure transparency and respect for local considerations. This applies, for example, to planning tourist activities, infrastructure changes, and new construction works.

Responsible supplier relations:

Through good governance and clear contractual requirements, we ensure that our suppliers and partners meet our standards for environment, ethics, and working conditions. We strive to influence the entire value chain in a more responsible direction.

Review and Follow-up

This policy is reviewed at least once a year or in the event of significant changes in legislation, risk exposure, or company structure.

Concrete initiatives, focus areas, and follow-up on relevant indicators and KPIs are integrated into the company's sustainability program and form part of the overall managerial follow-up.

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Responsible: JR / MNS

Approved by: Board of Directors