

Statement on **modern slavery** and **human trafficking**

This statement outlines twoday's actions and commitments to identifying and eliminating potential risks related to modern slavery and human trafficking within its business operations and supply chains.

twoday is a premier digital transformation partner in Northern Europe with global reach, and headquarters in Copenhagen, Denmark.

At twoday we partner with the most admired private and public sector organizations to craft cutting-edge digital solutions. Leveraging deep industry know-how and domain expertise across AI, data analytics, software engineering and business applications. We uphold a zero-tolerance policy towards any violations of human rights within our own operation, our supply chain, partnerships, customer engagements, and other stakeholders. Our commitment lies in conducting our business ethically and with integrity. Given the nature of our operations, we assess the risks of modern slavery and human trafficking within the twoday group to be very low. We adhere to applicable employment regulations, guaranteeing equitable compensation and healthy and fair working environments for our personnel globally. Additionally, we prioritize the health and welfare of our employees, investing in initiatives dedicated to enhancing their overall wellbeing.

Relevant policies

To prevent any risks of modern slavery and human trafficking in our operations, twoday adheres to the following policies:

Code of Conduct: Outlines the standards for ethical behaviour and compliance required of all employees, contractors and business partners of twoday. It emphasizes integrity, adherence to legal standards, and a commitment to ethical business practices.

Supplier Code of Conduct: Outlines the standards for ethical behaviour and compliance required of all suppliers and subcontractors. It emphasizes adherence to legal standards, respect for human rights, and commitment to ethical practices, particularly focusing on preventing modern slavery and human trafficking.

ESG Policy: Guides our commitment to environmental sustainability, social responsibility, and ethical governance. It emphasizes adherence to environmental laws, support for the community, and maintaining integrity in all business practices.

Due diligence

At twoday, we are committed to maintaining the highest standards of integrity and quality with all our suppliers. Every new vendor undergoes a comprehensive vendor assessment during our selection process, and the same rigorous standards are applied during contract renewals with existing suppliers. This assessment specifically includes detailed questions aimed at identifying risks associated with modern slavery and human trafficking, thereby ensuring we partner only with vendors who uphold our ethical standards.

Training and awareness

We provide internal training on modern slavery and human trafficking, accessible through our intranet. These training modules, supported by our Code of Conduct sets a clear ethical standards and procedures. Mandatory training will be considered if we expand into new markets to ensure all employees understand their role in preventing these and other ethical breaches.

Approval

This statement has been approved by the CEO and the CPO of twoday. It is subject to annual review to reflect new legal and regulatory developments and to ensure best practices in combating modern slavery and human trafficking.

Last reviewed and approved: **April 2024**





This statement is signed by:

Katrine Qvant, Chief People Officer and **Christian Pedersen, Group CEO**

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Signers

 	 
Christian Pedersen 2024-04-30 05:55:24Z	Katrine Qvant 2024-04-30 13:51:07Z

Documents in the transaction

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