



Introduction

In accordance with section 54 of the Modern Slavery Act 2015, this constitutes ALK's slavery and human trafficking statement for the 2023 financial year. ALK supports the UK Modern Slavery Act 2015 and its objective to combat modern slavery and human trafficking. We strive to conduct business responsibly in line with our [Code of Conduct](#) and [Third-Party Code of Conduct](#), ensuring good and fair labor conditions in our own operations and supply chain.

This statement provides an overview of the measures taken by ALK to mitigate the risk of modern slavery in our own operations and supply chain and should be regarded as complementary to the activities outlined in ALK's 2023 [sustainability report](#).

Business model

ALK is a global allergy solutions company with a range of allergy products and services. ALK is present in 46 markets either directly, via subsidiaries or through partnerships with distributors. ALK's production sites are in Denmark, Spain, France, and the USA. Headquartered in Denmark, ALK employs nearly 2,900 people worldwide. For more information, visit alk.net

Policy and governance

ALK's commitment to respecting and protecting human rights is specified in ALK's Code of Conduct and Third-Party Code of Conduct which apply to the entire business and supply chain respectively and is aligned with the Ten Principles of the United Nations Global Compact, as well as all applicable laws, regulations, standards and labour agreements. ALK follows the principles outlined in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights.

ALK requires that all employees respect human rights and avoid causing negative human rights impact through our own operations and in relations with suppliers and partners. All ALK employees are allowed freedom of association, either formally in unions or internally in workers' councils. The [ALK Alertline](#) provides employees with an opportunity to report serious or sensitive concerns in a secure and confidential manner.

Due diligence and risk assessment

Our 2023 internal human rights risk assessment continues to prioritise health & safety, non-discrimination and general working conditions at our own sites. In addition, 90% of our GxP (good practice) approved suppliers were screened using a digital supplier evaluation platform. None of those suppliers were identified as high-risk.

No incidents of slavery and human trafficking have been reported via the ALK Alertline or any other channel in 2023 at our own sites or with our suppliers.

Training

Globally our employees are prompted to complete an online ALK Code of Conduct training annually. In 2023, 98% of employees completed the training.

This statement was approved by the Board of Directors on 8 February 2024.

Signed on behalf of ALK-Abelló A/S

A handwritten signature in blue ink, appearing to read 'Anders Hedegaard', written over a horizontal line.

Name: Anders Hedegaard
Title: Chairman of the Board of Directors
Date: 8 February 2024