

Introduction

In accordance with section 54 of the Modern Slavery Act 2015, this statement constitutes ALK's slavery and human trafficking statement for the financial year ending 31 December 2022. 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 supply chain and own operations and should be regarded as complementary to the activities and progress outlined in our [sustainability report](#).

Business model

ALK is a global allergy solutions company with a range of allergy treatments, products and services, that reduce the burden of living with allergies. ALK is present in 47 countries either directly via its 23 subsidiaries, or through partnerships with distributors. ALK's production sites are located in Denmark, Spain, France, and the USA. Headquartered in Denmark, ALK employs more than 2,700 people worldwide. More information about the company can be found on our website, alk.net

Policy and governance

ALK integrates the UN Global Compact principles on human rights, labour, environment and anti-corruption, into its business and sustainability strategy. 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's main operational 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. As a company, ALK requires that all employees, as a minimum, respect human rights and avoid causing negative human rights impact through own operations and in relations with suppliers and partners. ALK takes additional responsibility by vetting relevant external partners through the Procurement department to minimise sustainability-related risks.

All ALK employees are allowed freedom of association, either formally in unions or internally in workers' councils. ALK employees are aware of and have easy access to a whistleblower hotline, [ALK Alertline](#), which provides employees with an opportunity to report serious or sensitive concerns in a secure and confidential manner. The ALK Alertline is administered by an independent organisation and processed internally with oversight from the chairman of the Audit Committee. Employee Representative Groups, Human Resources, Environment, Health and Safety and Legal are responsible for managing and resolving all minor grievances that are not reported to the ALK Alertline.

Risk assessment

ALK's risks are mitigated by the inclusion of human rights clauses, such as explicitly concerning child and forced labour in all new, large supplier contracts. Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains, we have furthermore introduced a digital supplier evaluation platform to enable a more accurate, structured and documented supplier risk assessment.

No incidents of slavery and human trafficking have been reported via the ALK Alertline, or any other channel in 2022.

Training

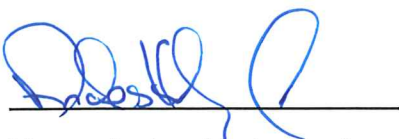
Globally our employees are prompted to complete an online ALK Code of Conduct training annually. In 2022, 95% of our employees completed the internal Code of Conduct training.

Future outlook

ALK continues to review and update its policies and procedures on a regular basis with respect to all aspects of the supply chain to ensure appropriate and adequate protection against modern slavery and human trafficking. In 2023 we will continue to enrol additional suppliers on our digital platform to ensure transparency and aim to engage proactively with suppliers through collaboration and open dialogue to ensure compliance with our Third-Party Code of Conduct.

This statement was approved by the Board of Directors on 3 February 2023.

Signed on behalf of ALK-Abelló A/S



Name: Anders Hedegaard

Title: Chairman of the Board of Directors

Date: 3 February 2023