

Corporate Social Responsibility (CSR) Policy for Vestjysk Bank

Policy This policy on corporate social responsibility has been prepared on the basis of section 99a of the Danish Financial Statements Act.

Purpose The purpose of the policy is to establish the Bank's position on the issues covered by the provision.

Scope of application This policy applies to all employees.

Vestjysk Bank's CSR and business model Being part of the local and regional community, Vestjysk Bank wishes to be an active player that stimulates positive development in its local communities and supports positive developments for the Bank's customers.

In addition, Vestjysk Bank has an ethical responsibility as a societal player in the banking sector. This means that in its work with corporate social responsibility, the Bank maintains special focus through its banking activities on contributing to the development of its local communities.

Principles of Vestjysk Bank's corporate social responsibility Vestjysk Bank's principles for corporate social responsibility are described under the following five headings:

- climate and the environment;
 - community;
 - employees;
 - human rights; and
 - anti-corruption and bribery.
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Climate and the environment

Vestjysk Bank aims to limit its environmental footprint and environmental risks as much as possible. We do that by

- applying energy-saving and eco-friendly solutions to the widest possible extent;
- pre-sorting waste, so non-confidential papers can be recycled;
- having motion sensors installed in newly built or refurbished premises so lights are switched on/off for the purpose of reducing energy consumption;
- using video-conferencing, thereby keeping travel to and from meetings to a minimum;
- working to apply digital solutions for all types of documents, thereby avoiding printing hard copies.

Vestjysk Bank aims to contribute to a cleaner environment and healthier ways of living for everyone - but we also rely on each individual's own initiative. We have therefore posted information about energy and environmental matters on Vestjysk Bank's website.

Vestjysk Bank has not issued any requirements to its suppliers.

Vestjysk Bank supports the Danish government's efforts to highlight human rights and climate change. However, as a local bank we have a distinctly local aim and therefore do not have any specific policies on these two issues.

Community

Vestjysk Bank prioritises involvement in the local community. This is reflected in Vestjysk Bank's many sponsorships of sports, culture and charitable causes. Our sponsorships cover a wide array of organisations - from local sports clubs to elite sports - and our employees and executives complement our donations by performing volunteer work in the various clubs.

It is important to Vestjysk Bank that young people looking for a future in the financial sector are given the opportunity to complete their studies and

subsequently find employment in the sector. It is therefore a priority for us each year to give a number of financial economics students and finance undergraduates the opportunity to become trainees with the Bank when they finish their studies. It is the Bank's intention to recruit financial and business trainees once they have completed their financial economist or finance bachelor studies.

Employees

Vestjysk Bank must be an attractive place to work that attracts and retains dedicated employees, who are offered relevant professional and personal development through continuous professional training.

It is Vestjysk Bank's ambition to be a healthy place to work. Employees are offered resources to avoid occupational injuries and in particular injuries caused by excessive use of mouse. Each year, Vestjysk Bank organises activities such as "Exercise in the Workplace" and "Let's bike to work".

Workplace evaluations are carried out every 2½ years. Vestjysk Bank has a well-functioning Workplace Environment Committee and a Works Committee as well as a local agreement the purpose of which is to strengthen and streamline collaboration relating to the work environment and other areas of cooperation for the benefit of both Vestjysk Bank and the individual employees.

The Bank has implemented a workplace care policy designed to meet the needs of employees in a crisis situation, such as serious illness, divorce, death, addiction, smoking and absence due to illness.

Employees can take out private health insurance on favourable terms through PFA Health Insurance.

The Bank prioritises employee requests for flexitime and pays employees a fixed consideration that may, among other things, be used for healthy snacks in the workplace. Vestjysk Bank has employees who work flexitime jobs. Vestjysk Bank prioritises involvement in the local community. This is reflected in Vestjysk Bank's many sponsorships of sports, culture and charitable causes. Our sponsorships cover a wide array of organisations - from local sports clubs to elite sports - and our employees and executives

complement our donations by performing volunteer work in the various clubs.

The Bank offers competitive terms of employment that include, among other things, continuous professional development, health insurance, pension plan, a staff canteen, the option of 5 or 6 weeks' holiday, family days and a senior employee policy.

Vestjysk Bank also has a pensioners' club for retired employees, so that they may stay in touch with the Bank.

Human rights

Vestjysk Bank treats everyone equally, regardless of race, gender, sexual orientation, political affiliation etc. and has prepared a diversity policy.

No customer or employee may at any time be subject to discrimination, and the Bank and its employees must at all times respect the human rights of the individual as set out in national legislation and international conventions.

Anti-corruption and bribery

Vestjysk Bank will never in any situation or at any level take part in corruption or bribery.

Review

Compliance with the principles on corporate social responsibility will be reviewed by Vestjysk Bank's audit committee on a regular basis, including in particular in connection with the annual publication of the "CSR Report for Vestjysk Bank A/S".

Updates

This CSR Policy is updated as required on a regular basis and at least once annually.

The Board of Directors has the primary responsibility for preparing Vestjysk Bank's CSR Policy. That responsibility has been delegated to HR.

Approval by the Board of Directors As adopted at the Board meeting on 12 December 2017:

Vagn Thorsager

Lars Holst

Anders Bech

Bent Simonsen

Karina Boldsen

Jacob Møllgaard

Martin Sand Thomsen

Palle Hoffmann

Godkendelsesdata Dette skema viser dokumentets godkendelsesdata:

Versionsnummer:	Godkendelsesdato:	Godkendt af:
2.0	12.12.2017	Per Vangkilde

Fag-person:	Forfatter:	Tilhører:
Per Vangkilde	POLARIS	HR
