

Corporate Social Responsibility (CSR) Policy for Vestjysk Bank

Policy This policy on corporate social responsibility has been prepared on the basis of section 135b of the Executive Order on Financial Reports for Credit Institutions and Investment Firms and section 79a of the Danish Financial Business Act.

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

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 focus through its banking activities on contributing to the development of its local communities.

The 17 UN Sustainable Development Goals Vestjysk Bank supports the Danish government's commitment to giving a high priority to human rights and climate change, including Denmark's backing of the UN's Sustainable Development Goals. We see these goals as a strategic benchmark that guides our efforts.

As a local and regional bank, it is relevant for Vestjysk Bank to focus on the following Sustainable Development Goals:

Goal 5: Gender equality

Goal 8: Decent Work and Economic Growth

Goal 11: Sustainable Cities and 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.

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, and as a business we want to focus on the above measures.

Vestjysk Bank has not issued any supplier requirements.

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.

Focus on goal no. 11– Sustainable Cities and Communities



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 to each year give a number of financial economist 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 finance and business trainees once they have completed their financial economist or finance bachelor studies.

Focus on goal no. 8 – Decent Work and Economic Growth



Employees

Vestjysk Bank should be an attractive place to work, attracting and retaining 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 assessments are carried out every 2½ years. Vestjysk Bank has well-functioning working environment and coordination committees as well as a local agreement to strengthen and streamline collaboration on working 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 come to the assistance 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 welfare by providing flexitime and employee care by way of a fixed amount that may be used for staff events, for example. Vestjysk Bank has employees who work flexi jobs. Vestjysk Bank prioritises involvement in the local community. This is reflected in Vestjysk Bank's many sponsorships of sports, culture and charitable causes. The Bank's sponsorships cover a wide array of organisations – from local sports clubs to elite sports – and employees and executives complement the Bank's 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 that was their place of work for several years.

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.

Diversity

Vestjysk Bank sees diversity as a strength, which can contribute to the Bank's growth, robustness and ability to execute its strategies and plans.

Diversity in age, gender, experience and skills has a high priority.

The Bank aims to be an attractive place to work for both women and men and endeavours to provide equal opportunities for both genders to pursue careers and to attain and hold management positions. In relation to this, it is important to the Bank that managers possess the required skills, regardless of gender.

The Bank aims to approach an equitable distribution of competent female and male managers. When filling management positions, it is in the Bank's interest to have as many competent candidates as possible to choose from. It is therefore critical to have both men and women in the Bank who possess the required skills to hold management positions.

The Board of Directors aims to promote and maintain the basis for equitable gender distribution across the Bank's other management levels.

By other management levels is meant management positions not related to the Board of Directors.

The Board of Directors aims to have an open and tolerant culture where individual employees are free to apply their expertise in the best manner possible, regardless of gender. The Bank's employees must be offered equal opportunities in respect of career advancement and management positions, regardless of gender. Vestjysk

Bank's hiring policy for managers is based on the philosophy that the most qualified person for the job will always be given preference, regardless of gender.

For information on Vestjysk Bank's diversity policy, see [here](#).

Focus on goal no. 5 – Gender equality



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 21 January 2020:

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Approval data:

The table below shows the document approval data:

Version no.:	Approval date:	Approved by:
4.0	21/01/2020	Per Vangkilde
Specialist:	Author:	Owned by:
Per Vangkilde	POLARIS	HR
