



SLOW A/S - ESG DISCLOSURE

# Labor & Human Rights Performance Report

Quantitative sustainability reporting aligned with GRI Universal Standards, ISO 45001 and UN SDG frameworks, covering workforce safety, training investment, and diversity & inclusion metrics.

Reporting Theme

**Labor & Human Rights**

Reporting Period

2025

Framework

GRI Universal Standards

Prepared by

Slow A/S

This report presents quantitative performance data for the **Labor & Human Rights** theme as part of Slow A/S's sustainability disclosure commitments. Our approach evaluates performance across key areas including Employee Health & Safety, Career Management & Training, and Diversity, Equity & Inclusion, using a structured analysis aligned with GRI Universal Standards, ISO 45001 and UN SDG frameworks. The five KPIs below are among the most critical data points for this theme. A figure of **0** for safety incidents signals a best-in-class safety culture, while diversity and training figures provide evidence of meaningful people investment.

## KEY PERFORMANCE INDICATORS: AT A GLANCE



**DAYS LOST: INJURIES, FATALITIES AND ILL HEALTH**

**0**

No working days lost to work-related injuries,



**WORK-RELATED ACCIDENTS (RECORDABLE)**

**0**

Zero recordable accidents reported, reflecting



**AVG. TRAINING HOURS PER EMPLOYEE**

**3 hrs**

Each employee received an average of 3 hours of training. A reportable

fatalities or illness during the reporting period.

✓ **Zero Lost Days**

vs. target (0 days) 100%



effective H&S management systems and preventive measures.

✓ **Incident-Free**

Incident-free performance 100%



baseline with clear growth opportunity.

▢ **Baseline Established**

vs. best-practice benchmark (~10 hrs) 30%



**WOMEN EMPLOYED (WHOLE ORGANISATION)**

**27%**

Women represent 27% of the total workforce, tracked, disclosed, and forming the basis for DEI target-setting.

▢ **Reported & Tracked**

Towards parity benchmark (50%) 27%



**EMPLOYEES FROM MINORITY / VULNERABLE GROUPS**

**9%**

9% of the workforce are from minority or vulnerable groups. Proactive tracking that signals strong inclusion intent.

▢ **Reported & Monitored**

Inclusion representation 9%



## REPORTING INDICATOR: DETAILED KPI SUMMARY

#	REPORTING INDICATOR	GRI / FRAMEWORK REF.	VALUE	UNIT	PERFORMANCE SIGNAL	STATUS
1	Days lost to work-related injuries, fatalities & ill health	GRI 403-9 / ISO 45001	0	Days	Demonstrates an exceptional H&S culture and directly supports safety programme effectiveness	✓ <b>Excellent</b>

#	REPORTING INDICATOR	GRI / FRAMEWORK REF.	VALUE	UNIT	PERFORMANCE SIGNAL	STATUS
2	Number of recordable work-related accidents	GRI 403-9 / OSHA 300	0	Accidents	Zero incidents validate the effectiveness of preventive programmes and safety risk assessments	✓ Excellent
3	Average hours of training per employee	GRI 404-1	3	Hrs/ employee/ year	Baseline reported; increasing toward 8 to 10 hrs is recommended to meet best-practice standards	📌 Improve
4	Percentage of women employed in the whole organisation	GRI 405-1	27%	% of headcount	Positive reporting contribution; setting quantitative DEI targets would further strengthen performance	✓ Reported
5	Percentage of employees from minority / vulnerable groups	GRI 405-1 / UN SDG 10	9%	% of headcount	Proactive tracking; pairing with affinity group programmes would strengthen inclusion outcomes	📌 Track & Grow



### □ Employee Health & Safety

Best-practice sustainability frameworks assess Policies (H&S risk assessment plans, emergency action plans, equipment inspection protocols), Measures (training on hazards, ergonomic risk controls, PPE programmes), and Certifications (ISO 45001) related to occupational safety. The reported KPIs of **0 days lost** and **0 work-related accidents** provide the quantitative evidence that underpins this sub-theme. These figures, when disclosed in a verified sustainability report or GRI-aligned document, directly corroborate the effectiveness of H&S programmes. Peer benchmarking consistently shows that companies reporting zero recordable incidents rank in the top quartile for this sub-theme.

### □ Career Management & Training

This sub-theme captures whether the organisation has structured learning and development pathways. The **3 hours average training per employee** demonstrates that a training programme is in place and being quantified, aligned with GRI 404-1 disclosure requirements. However, this figure sits below the benchmark range of 8 to 15 hours per employee per year commonly observed in top-performing organisations. To maximise performance on this sub-theme, reported hours should be paired with documented individual development plans, skills-gap assessments, and training breakdowns by category (H&S, compliance, professional development, DEI).

### ⚖ Diversity, Equity & Inclusion (DEI)

Comprehensive DEI assessment examines Policies (anti-discrimination, gender equality commitments), Measures (mentorship programmes, affinity groups, pay equity reviews), and Reporting (gender split, minority representation, board diversity). The reported figures of **27% women** and **9% minority/vulnerable group employees** demonstrate that Slow A/S is tracking, measuring, and publicly disclosing workforce diversity data, meeting recognised sustainability reporting criteria. At C-level, **50% of the four executive leadership positions are held by women** (CFO and COO), demonstrating strong gender representation at the top of the organisation. Setting quantitative targets (e.g., increasing women across the whole organisation to 35% by 2027) and endorsing a recognised diversity charter would further elevate Policies and Endorsements indicators within this sub-theme.

### □ Key Strengths

- **Zero-accident, zero-lost-day record** is best-in-class and communicates a mature safety culture to sustainability assessors and supply chain partners.
- **Quantitative reporting** across all five KPIs confirms Slow A/S meets recognised sustainability reporting criteria and aligns with GRI Universal Standards.
- **Minority and vulnerable group tracking (9%)** is a proactive measure rarely undertaken by organisations at early ESG maturity stages, and signals strong governance intent.
- **Gender data disclosure (27%)** enables year-on-year trend analysis and forms the backbone of any credible DEI improvement story.
- **50% women at C-level** (CFO and COO out of 4 executives) demonstrates strong gender representation at the top of the organisation, significantly above the overall workforce average.

### △ Priority Improvement Areas

- **Training hours (3 hrs)** should be increased progressively. Targeting 6 hrs in Year 1 and 10+ hrs in Year 2 would shift this metric into the Good-to-Excellent band.
- **Women's representation (27%)** would benefit from a published quantitative target (e.g.,  $\geq 35\%$  by 2026), a mentorship programme, and formally documented inclusive recruitment practices.
- **Disaggregated training data** by gender, seniority, and type (GRI 404-1) is expected for top-tier disclosure. This is currently a gap if only the average is reported.
- **Minority/vulnerable group target-setting:** reporting the 9% figure without a forward target is a missed opportunity under quantitative DEI policy objectives.

### □ Industry Benchmark Context

- Top-performing organisations on this theme typically report all five KPIs, supported by GRI-aligned reports with external assurance.
- Training hours benchmark: **leading peers average 9 to 12 hrs/employee/** year across comparable sectors.
- Gender representation varies by sector; 27% female is in line with sector norms but still below DEI best-practice targets.
- ISO 45001 certification, combined with zero-accident KPIs, is the strongest possible combination for H&S

### □ Strategic Alignment: UN SDGs

- **SDG 3** (Good Health & Well-being): Zero accidents and zero lost days directly evidence contribution.
- **SDG 4** (Quality Education): Training hours data demonstrates investment in employee learning.
- **SDG 5** (Gender Equality): Women employment percentage supports SDG 5 target tracking.
- **SDG 8** (Decent Work): Safe working conditions and inclusive employment underpin this goal.

performance under recognised frameworks.

- **SDG 10** (Reduced Inequalities): Minority/vulnerable group employment data aligns directly.

## RECOMMENDATIONS TO STRENGTHEN LABOR AND HUMAN RIGHTS PERFORMANCE

**1** **Verify and externally assure reported KPIs.** Submit H&S and diversity figures within a GRI Universal Standards-aligned report (or equivalent). External assurance by a recognised third party is a significant positive signal to sustainability assessors and supply chain partners, and is increasingly expected for top-tier outcomes.

**2** **Increase average training hours progressively.** Develop a structured Learning & Development programme with a documented annual training calendar. Report hours disaggregated by gender and employment level (GRI 404-1). A target of  $\geq 8$  hours/employee/year is recommended for Year 2.

**3** **Set formal, time-bound DEI targets.** Publish quantitative goals such as " $\geq 32\%$  women by 2026" and " $\geq 12\%$  minority/vulnerable group employees by 2027." These convert passive reporting into active policy objectives under recognised sustainability policy criteria.

**4** **Leverage zero-accident record with ISO 45001 certification.** If not already certified, pursue ISO 45001. The combination of zero-accident KPIs and a certified H&S management system covering  $>75\%$  of operations represents the highest possible H&S performance band under recognised sustainability frameworks.

**5** **Establish minority/vulnerable group support programmes.** Affinity groups, disability inclusion measures, and dedicated recruitment partnerships with minority community organisations convert the 9% representation metric into a fully supported, demonstrable inclusion measure.

**6** **Endorse a recognised diversity charter.** Formal commitments to diversity charters (e.g., the UN Women's Empowerment Principles, national diversity charters) are recognised by leading sustainability frameworks. This is a low-effort, high-return action that complements the existing 27% women and 9% minority KPIs.

## LABOR AND HUMAN RIGHTS: REPORTING CHECKLIST

REPORTING ITEM	REPORTING IMPORTANCE	CURRENT STATUS	ACTION REQUIRED
Days lost to work-related injury / fatality / ill health	Core KPI: H&S Reporting	✓ Reported (0)	Maintain; confirm in GRI report
Number of recordable work-related accidents	Core KPI: H&S Reporting	✓ Reported (0)	Maintain; confirm in GRI report
Average training hours per employee	Core KPI: Training Reporting	△ Reported (3 hrs) Low	Increase & disaggregate by category
% women in whole organisation	Core KPI: DEI Reporting	✓ Reported (27%)	Set quantitative target; expand board / mgmt split
% minority / vulnerable group employees	Core KPI: DEI Reporting	✓ Reported (9%)	Set target; link to support programmes
% women at top management level	Supplementary KPI: DEI	✓ Reported: 50%	2 of 4 C-level executives are women (CFO and COO). Set targets to maintain and improve.
% women on board of directors	Supplementary KPI: Governance	△ Not provided	Add to next reporting cycle
CEO-to-median pay ratio	Recommended Disclosure	△ Not provided	Consider disclosing in full report
External assurance of sustainability data	Best Practice: Assurance	△ Not confirmed	Engage external assurance provider

## **SLOW.**

**Labor and Human Rights Report** - Compiled in accordance with recognised sustainability reporting standards and aligned with GRI Universal Standards (GRI 403-9, 404-1, 405-1) and UN SDGs 3, 4, 5, 8 and 10.

All KPI values are as reported by Slow A/S for the current reporting period. This document is intended for internal ESG disclosure purposes. For external publication, external assurance is recommended.

Framework References: GRI Universal Standards · ISO 45001 · UN Global Compact · UN SDGs